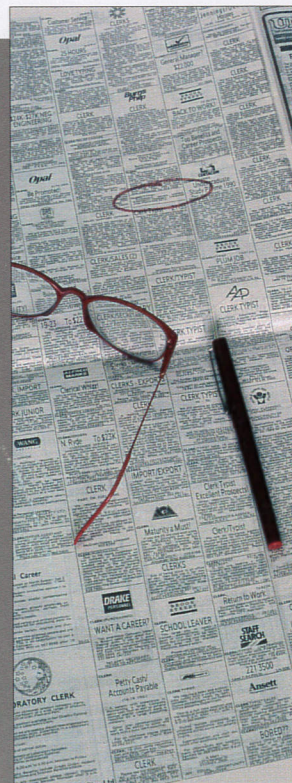
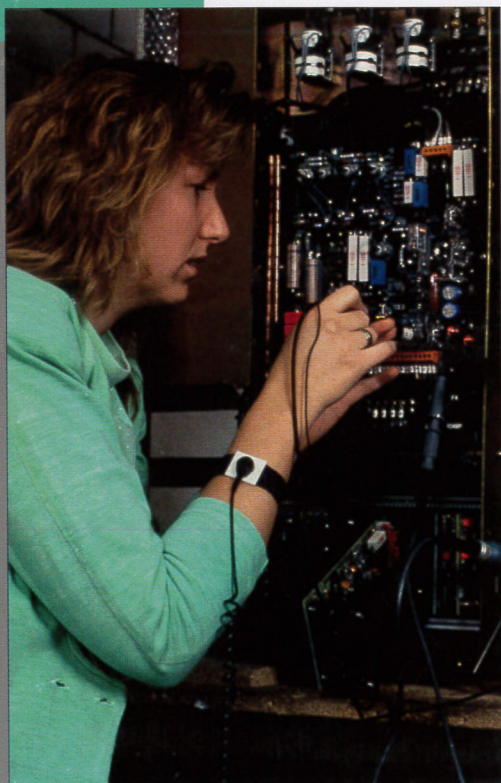




1992

LABOUR STATISTICS AUSTRALIA



Reference
NOT FOR LOAN

**LABOUR STATISTICS
AUSTRALIA, 1992**



IAN CASTLES
Australian Statistician

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INQUIRIES

- for further information about statistics in this publication and the availability of related unpublished statistics contact Information Services on Canberra (06) 252 6007, 252 6627, 252 5402 or any ABS State office, or the Labour Statistics Section in any ABS State office.
- for information about other ABS statistics and services please refer to the back page of this publication.

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GENERAL INFORMATION

Symbols

The following *symbols*, where shown in columns of figures or elsewhere in tables, mean:

- n.a. not available
- . . not applicable
- nil or rounded to zero
- break in continuity of series
- * subject to sampling variability too high for most practical uses
- p preliminary — figure or series subject to revision
- r figures or series revised since previous issue

Other

Where figures have been rounded, discrepancies may occur between sums of the component items and totals.

PREFACE

This publication presents a statistical summary of the operations of the Australian labour market. Topics covered include employment, unemployment and underemployment; award rates, earnings and labour costs; hours of work, industrial relations and training. International comparisons of the more important labour statistics also are provided.

The publication has been developed primarily as a reference document, offering an overview of the labour market data produced by the ABS, and providing a base for analysis and research on any aspect of the labour market. It is also of value to those who want an overall picture and to those who require an introduction to the range of ABS labour statistics. Throughout each chapter, some of the more significant elements and trends of the Australian labour market have been highlighted. For many of the specific statistics included in this publication, more recent data is available in other ABS publications dealing with particular topics

Readers should note that the data presented in the publication do not cover the full range of labour statistics produced by the ABS. More detailed information is contained in the specific ABS publications indicated at the bottom of each chart or table and listed in Data Sources on pages 154 and 155. Individual publications also contain details of ABS officers who may be contacted for further information about the statistics.

The statistics shown generally relate to the calendar year 1992. In many cases, a time series of the principal characteristics is provided. Definitions are given in the Glossary, and information on methods of collection and concepts are given in the Technical Notes.

**Australian Bureau of Statistics
Belconnen, ACT 2616
December 1993**

**IAN CASTLES
Australian Statistician**

INTRODUCTION

LABOUR STATISTICS - A BROAD FIELD

User demand on the ABS in the field of labour market statistics has been considerable and consistent over many years and has led to continued improvements in the range, quality and comprehensiveness of the data.

Nevertheless, because pressure comes from users in both the economic and social areas, and because their specific needs for data are many and varied, the demand for an even more comprehensive service continues.

Broadly, users tend to be interested in one or several of the following topics:

- the social, demographic, industrial, occupational, educational and labour force characteristics of the working age population, including employment and unemployment levels;
- earnings and non-wage benefits derived from the efforts of labour, and award rates of pay;
- work patterns, hours of work, job satisfaction and work preferences;
- industrial relations;
- labour costs and labour productivity;
- the relationship of labour market indicators to other social and economic data; and
- education, training and career paths.

SOURCES OF LABOUR STATISTICS

The ABS draws from both household and employer based surveys as well as administrative data to produce the wide range of labour market statistics currently available.

Household Surveys

Household surveys include the monthly Labour Force Survey, supplementary surveys carried out in conjunction with the Labour Force Survey and a set of separate special household surveys employing appropriate methodologies.

The *Labour Force Survey* has been conducted by the ABS from the early 1960s. Collection of monthly labour force data began in February 1978, prior to which it had been conducted at quarterly intervals. (The data are published in *The Labour Force, Australia, Preliminary* (6202.0) and in *The Labour Force, Australia* (6203.0).)

Supplementary surveys attached to the Labour Force Survey have been conducted since the 1960s. They enable the ABS to collect information on new topics or to obtain more detail on topics already covered in the Labour Force Survey. Since the mid-seventies, the range of topics which have been covered by the supplementary survey program has increased markedly, and the conduct of some

surveys on a regular basis has led to the development of time series of various social and labour force indicators.

Special supplementary surveys are generally large scale omnibus surveys covering topics considered too complex or sensitive to be incorporated into a monthly supplementary survey. Some of the more recent topics related to the labour market covered by this collection vehicle include:

- The *1993 Survey of Training and Education* which collected information from the civilian population aged 15 to 64 on socio-demographic characteristics, work history details, training activities, educational profile, computer use, access to training, in-house training, external training, unstructured training and training requirements. As well, information on the frequency of use of trade skills, trade qualification details and occupational mobility was collected from people with trade qualifications and people who had worked as tradespersons in Australia. A similar survey was conducted in 1989, see the publications *How Workers Get Their Training, Australia* (6278.0) and *Career Paths of Persons with Trade Qualifications, Australia* (6243.0).
- *Career Paths of Qualified Nurses, 1989* (6277.0) which collected information from persons who had ever qualified as either registered or enrolled nurses classified by — how and when qualified, whether ever worked in nursing, nursing position held, whether ever left nursing and if so, when and why. Other information collected includes demographic and labour force characteristics.
- The *1990 Survey of Income and Housing Costs and Amenities* which collected income data from persons aged 15 and over on a weekly and last financial year (1989-90) basis. In addition to income levels it also obtained data on sources of income and a range of labour force and demographic characteristics. Financial year income data for persons with earned income are published in *1990 Survey of Income and Housing Costs and Amenities, Persons With Earned Income* (6546.0). Data on the weekly income of income units are released in *1990 Survey of Income and Housing Costs and Amenities, Income Units* (6523.0). The survey also collected information on housing costs and dwelling characteristics. Such data is contained in *1990 Survey of Income and Housing Costs and Amenities, Housing Occupancy and Costs* (4130.0) and *1990 Survey of Income and Housing Costs and Amenities, Characteristics of Dwellings* (4133.0).

- The 1988-89 Household Expenditure Survey (HES) which collected data on 'household expenditure', namely expenditure on goods and services for private consumption. To complement the expenditure data, the survey also collected information about the demographic, labour force and income characteristics of the households and their members. For detailed information about the HES refer to *Information Paper: 1988-89 Household Expenditure Survey, Australia* (6527.0).

The next Household Expenditure Survey will be conducted during 1993-94.

A list of publications derived from supplementary and special surveys relating to the labour force is shown on page 156.

The *Australian Labour Market, 1992* (6248.0) draws on some of the above sources to provide a wide range of information about Australians and their labour market involvement. Information is presented as a collection of summary articles including some graphs and tables.

For more information on the population survey program, see *Statistics from Labour Force and Supplementary Surveys, Users' Guide*, available on request — contact (06) 252 6504.

Employer Surveys

For many years, estimates of civilian employees, average weekly earnings, distribution and composition of employee earnings and hours and job vacancies and overtime were based on a statistical framework constructed from lists of employers subject to payroll tax, supplemented by lists of government employers, religious and benevolent institutions and other non-profit organisations. Following a review conducted in 1981, it was concluded that the civilian employees series had substantially underestimated the rate of growth in employment because a significant number of small businesses were exempt from payroll tax. This deficiency in coverage of small businesses also adversely affected the quality of data on average weekly earnings because small businesses were under-represented in estimates based on the payroll tax framework.

In the light of the review, it was decided that the information required would be best obtained directly from employers using sample surveys based on the ABS register of businesses and organisations. Consequently, a new integrated statistical system based on the business register was developed. Since May 1983, the following new or upgraded surveys have been introduced:

- Quarterly Survey of Average Weekly Earnings;
- Quarterly Survey of Employment and Earnings;
- Quarterly Survey of Job Vacancies and Overtime;

- Annual Survey of Employee Earnings and Hours;
- Annual Survey of Major Labour Costs and five-yearly supplementary Survey of Wage Costs; and
- Survey of Employer Training Expenditure.

To provide a statistical link between the old and new series, the interim surveys have been conducted in parallel with the new Surveys of Employment and Earnings and Average Weekly Earnings for the September and December quarters 1983. The publication *1941-1990 Average Weekly Earnings* (6350.0) contains linked series from 1941 onwards. Further details on the new statistical series outlined above have been published in *Information Paper: New Statistical Series — Employment, Average Weekly Earnings, Job Vacancies and Overtime* (6256.0).

The *Survey of Employee Earnings and Hours* was conducted annually to 1981, again in 1983 and then annually from 1985 onwards. The *Survey of Major Labour Costs* has been conducted annually since 1985-86, covering both the public and private sectors since 1986-87. The first *Training Expenditure Survey* was conducted in 1989. A further survey was conducted in 1990, and another survey is being conducted in 1993.

Census of Population and Housing

Censuses of Population and Housing, conducted every five years, obtain information about the labour force, including social and demographic characteristics and occupation and industry profiles. Final results from the 1991 Census have been released.

A Guide to Labour Statistics

The publication *A Guide to Labour Statistics* (6102.0) was released in early 1986. The Guide provides an overview of:

- the development of labour statistics in Australia;
- major International Labour Organisation conventions providing the rationale for such statistics;
- the concepts, methodology and sources of ABS labour market data;
- the comparability between different ABS and non-ABS data sources.

The development of the Guide grew out of a recognition by the ABS that users required more than the ongoing issue of ABS labour market data. The Guide is structured according to subject matter topics similar to chapter headings used in this publication, and is intended as a companion volume to this publication. An updated edition of the guide is planned for release in 1994.

CLASSIFICATIONS

Australian Standard Classification of Occupations (ASCO)

ASCO is a skill-based classification of occupations developed as a national standard for the production and analysis of labour force statistics, human resources management, education planning, the listing of job applicants and vacancies, the provision of occupational information, conducting social research and for vocational guidance. The First Edition of ASCO was released in September 1986 as the result of an extensive joint project undertaken by the ABS and the then Department of Employment and Industrial Relations (DEIR). To maintain the relevance of the national standard for occupation statistics, a review of ASCO will be completed by the ABS and the Department of Employment, Education and Training in time for implementation in the 1996 Census of Population and Housing.

ASCO groups occupations on the basis of type of work, which is defined in terms of two criteria – skill level and skill specialisation.

Skill level is a function of the range and complexity of the set of tasks involved. It is measured in terms of the length and type of education and training, and the experience usually necessary for the satisfactory performance of the set of tasks. Skill specialisation is measured in terms of the field of knowledge required, task performed or equipment used, materials worked on and goods or services produced.

These skill characteristics were used to group jobs into 1,079 occupations, 282 unit groups, 52 minor groups and 8 major groups. At major group level, groups are separated principally according to skill level; at the lower levels the skill specialisation criterion is applied in successively finer degrees of detail.

ASCO was introduced into ABS collections from May 1986, and is now used in all ABS censuses and surveys where occupation data are collected, including the five yearly Census of Population and Housing, the Monthly Population Survey and the Annual Survey of Employee Earnings and Hours. In most collections data are coded at the unit group level. The 1991 Census of Population and Housing, however, has been coded at the occupation level of ASCO.

In 1990, ASCO was introduced into administrative by-product statistics related to registrations of vital statistics. Data on occupation of parents for births, and occupation of persons for whom deaths or divorces are recorded, are coded at minor group level using an automatic coding system operating on occupation title responses only. Data on overseas arrivals and departures are now coded to the unit group level of ASCO.

Data on occupation in ABS labour statistics collected before 1986 were coded to the Classification and Classified List of Occupations (CCLO). While the titles of some of the groups in the two classifications are similar, the content of the groups in the two classifications is generally different because occupations are grouped according

to different criteria. These differences are likely to have been accentuated by the introduction of a structured method for coding survey data to ASCO. Extreme caution must therefore be exercised in attempting to compare data coded to CCLO with that coded to ASCO.

A cross-tabulation of the two classifications at the major group level was presented in Table 41 of the August 1986 issue of *The Labour Force, Australia* (6203.0). The estimates contained in this table were produced by coding a sub-sample of occupation responses from the May 1986 Labour Force Survey to both ASCO and CCLO. Occupation data from the 1986 Survey of Employee Earnings and Hours were coded to both classifications and presented in the May 1986 issue of *The Distribution and Composition of Employee Earnings and Hours, Australia* (6306.0). More detailed information on the relationship between ASCO and CCLO is presented in *Census 86 — ASCO/CCLO Link* (2182.0) and *Census 86 — ASCO/CCLO Link File : Technical Details* (2199.0). (See also *Information Paper: ASCO — Australian Standard Classification of Occupations* (1221.0).)

CCLO was originally based on the 1958 version of the International Standard Classification of Occupations (ISCO) and thus afforded Australian labour force statistics some international comparability. There were many severe criticisms of CCLO and thus ASCO was developed using a completely different conceptual approach. Since the publication of ASCO in 1986, ISCO (1988) has been revised using a very similar conceptual approach to that adopted for ASCO. A large number of countries have revised, or are currently revising, their national classifications along similar lines.

The following publications about ASCO are available from the ABS:

1. *Information Paper: ASCO — Australian Standard Classification of Occupations* (1221.0). This paper provides an introduction to the Australian Standard Classification of Occupations (ASCO), including an overview of the ASCO structure, the ASCO Coding System and a guide to interpreting ASCO statistics. It also provides details of other publications dealing with the relationship between ASCO and CCLO.
2. *ASCO Statistical Classification* (1222.0) outlines the conceptual basis and structure of ASCO, and provides definitions of the major, minor and unit groups in the classification. It is intended principally as an aid in interpreting statistics coded to ASCO.
3. *ASCO Occupation Definitions* (1223.0) comprises the definitions of the ASCO criteria, code conventions, listings of the ASCO structure, definitions of the 1,079 occupations at the most detailed level of the classification, and the Keyword Index of Structure Titles.

4. *ASCO Expert Coding System: Unit Group Level* (1224.0) includes a Coder's Manual, User's Manual and printed copies of the coding indexes in alphabetical and numerical order. The system runs on IBM PC compatible microcomputers.

5. *ASCO Manual Coding System: Unit Group Level* (1225.0) details the procedures and provides the indexes required for the accurate manual coding of survey responses to ASCO. Other indexes contained in the *Statistical Classification* and the *ASCO Dictionary* are not suitable for this purpose.

6. *ASCO Expert Coding System: Occupation Level* (1226.0) is similar to 1224.0 but enables the coding of occupation information to the occupation level of ASCO (1,079 categories).

7. *ASCO Manual Coding System: Occupation Level* (1227.0) specifies the procedures and provides the indexes for the manual coding of occupation data to the 1,079 categories at the most detailed level of ASCO. It is intended for users who wish to assign 6-digit ASCO codes on the basis of relatively detailed information such as that which is available from human resource management systems, job vacancies specifications or responses in special purpose statistical collections.

8. *ASCO Keyword Index of Unit Group Tasks* (1228.0) is primarily designed to assist in resolving problems arising in the course of coding occupation descriptions to the unit group level of ASCO.

9. *ASCO Keyword Index to Occupation Definitions* (1229.0). This publication contains an index of selected words used in Occupation Definitions as published in *ASCO Occupation Definitions* (1223.0)

The keyword index publications (1228.0 and 1229.0) are particularly useful in finding the correct ASCO code for an occupation when no title or an inadequate title is available and the coder needs to use task information. They are not intended to be coding documents in their own right, but rather guides to locating relevant unit group and occupation definitions respectively.

The *ASCO Dictionary* (AGPS Cat. No. 85 1291 0) was produced jointly by ABS and DEIR (now the Department of Employment, Education and Training) and contains descriptions of all groups in the classification down to the occupation level.

Australian Bureau of Statistics Classification of Qualifications (ABSCQ)

The ABSCQ was designed for use in the collection and presentation of data on qualifications held by the population. For the purposes of the ABSCQ, an "educational qualification" is considered to be an award for attainment, as a result of formal learning, from an accredited post-school institution.

Qualifications can be classified according to the following two elements: *level of attainment* and *field of study*. Level of attainment is a function of the quality and quantity of learning necessary to obtain that qualification. Field of study refers to the subject matter taught in the course of study leading to the award of a particular qualification.

The ABSCQ was first used in the 1991 Census of Population and Housing, and is now being progressively introduced into other ABS collections. Further details about the ABSCQ, including related publications, can be found in *Information Paper: Australian Bureau of Statistics Classification of Qualifications — ABSCQ* (1263.0).

Australian Standard Industrial Classification (ASIC)

The ASIC has been designed primarily as a system for classifying establishments, e.g. individual mines, factories, shops, etc., by industry. An 'industry' i.e. an individual class or group, etc. in ASIC consists of the establishments which have been classified to it.

A new edition of this classification, the Australian and New Zealand Standard Industrial Classification (ANZSIC), which was produced in consultation with the New Zealand Department of Statistics and which will become the standard industrial classification for both countries was released in May 1993. The ANZSIC is to be introduced into ABS collections progressively, with the first statistics on an ANZSIC basis released during 1993.

Australian Standard Classification of Countries for Social Statistics (ASCCSS)

The ASCCSS is a classification of countries based on the concept of geographic proximity. It groups neighbouring countries into progressively broader geographic areas on the basis of their similarity in terms of social, cultural, economic and political characteristics.

The classification is intended for use whenever demographic, labour and social statistics are classified by country.

CHAPTER 1

SOCIO-DEMOGRAPHIC CHARACTERISTICS OF THE POPULATION

This chapter presents a brief summary of the more important population statistics which are relevant to the structure and activities of the labour market. Important factors highlighted in the statistics include current trends in population growth, the age-sex composition of the population and projections of the population of working age. Details of overseas settler arrivals provide a further pointer to the future make-up of the population. Other population-related factors which are included in the statistics presented include the composition of families, levels of educational attainment, and characteristics of migrants.

Population

The estimated resident population of Australia at 30 June 1992 was 17,482,600, an increase of 198,600 since 30 June 1991. This represented a growth rate of 1.15 per cent, down slightly from 1.28 per cent for the previous year. Growth rates have ranged from 1.2 to 1.7 per cent over the past decade.

Principal features of current trends in population growth are low fertility, increasing longevity and declining net overseas migration gains. The rate of natural increase, i.e. births minus deaths as a proportion of population, is relatively steady because the low birth rate is being offset by the low death rate. The combined outcome of these trends is declining levels of total population growth and a gradual ageing of the Australian population.

Over the decade since 30 June 1982, for example, the median age of the population has risen from 29.9 years to 32.7 years. The dependency ratio for 0-14 year-olds (i.e. population aged 0-14 years per thousand persons aged 15-64) has declined from 37.7 in 1982 to 32.6 in 1992 and the dependency ratio for persons aged 65 years and over (i.e. expressed per thousand population aged 15-64 years) has risen from 15.1 in 1982 to 17.2 in 1992. The working-age population has also been ageing, though at a slower rate. The proportion of the population in the young working ages 15-24 has declined from 17.3 per cent in 1982 to 15.8 per cent in 1992, and, although the proportion in the older working ages 50-64 years has also fallen (from 14.2 per cent to 13.4 per cent), the net result for the total age group 15-64 has been a rise in the median age from 34.4 years to 35.9 years over the ten-year period.

At 30 June 1992 the population aged 15-64 years was 11,669,200. The numbers of people in this age group have been increasing at a faster rate (now 17.4% higher than 1982) than the population as a whole (15.1% higher) due to the concentration of overseas arrivals in this age group. The proportion of Australia's population which is of working age has consequently risen. In 1982 it comprised 65.5 per cent of the population; in 1992 it was 66.7 per cent.

Implications for the future age profile of the working-age population are illustrated in Charts 1.3 and 1.4. These demonstrate the outcome of certain assumed fertility/mortality/migration trends as described in the Technical Notes. Four alternative combinations (A,B,C and D) of these assumptions have been selected for the period up to year 2031. Series A and B would result in the highest population increase, followed by C and then D. The outcome for the size of the population aged 15-64 would be in the same order. The projections also show that the working age population would, like the population as a whole, be growing older. The median age of persons aged 15-64 would rise from 35.5 years in 1990 to between 40.4 and 41.2 years as described in the preceding paragraph in the year 2031 (assuming no change in the present patterns and practices of retirement).

Projections of the population in the younger working ages, 15-24 years, show that growth rates would be much lower than for ages 25 and over. After 1993 the number of persons aged 15-24 years would decline slightly for a few years as the effect of lower numbers of births in the 1970s impacted on the 15-24 age group. The series would then diverge, but only within a narrow range. Series A and B project a steady rise until the year 2031 but Series C projects a very small increase and series D actually shows a decline. In comparison substantial increases in numbers are projected for the prime working age-group (25-49 years) and also the older working ages (50-64 years). A levelling off may occur for the 25-49 age group if series D assumptions prevail, but only after a considerable increase during the remaining years of this century.

Projections of the labour force and labour force participation rates for the period 1992 to 2005 were published in *Labour Force Projections, 1992-2005* (6260.0) in 1991. The projections were based on the assumptions included in Series A and D of the population projections. See the Technical Notes for further information.

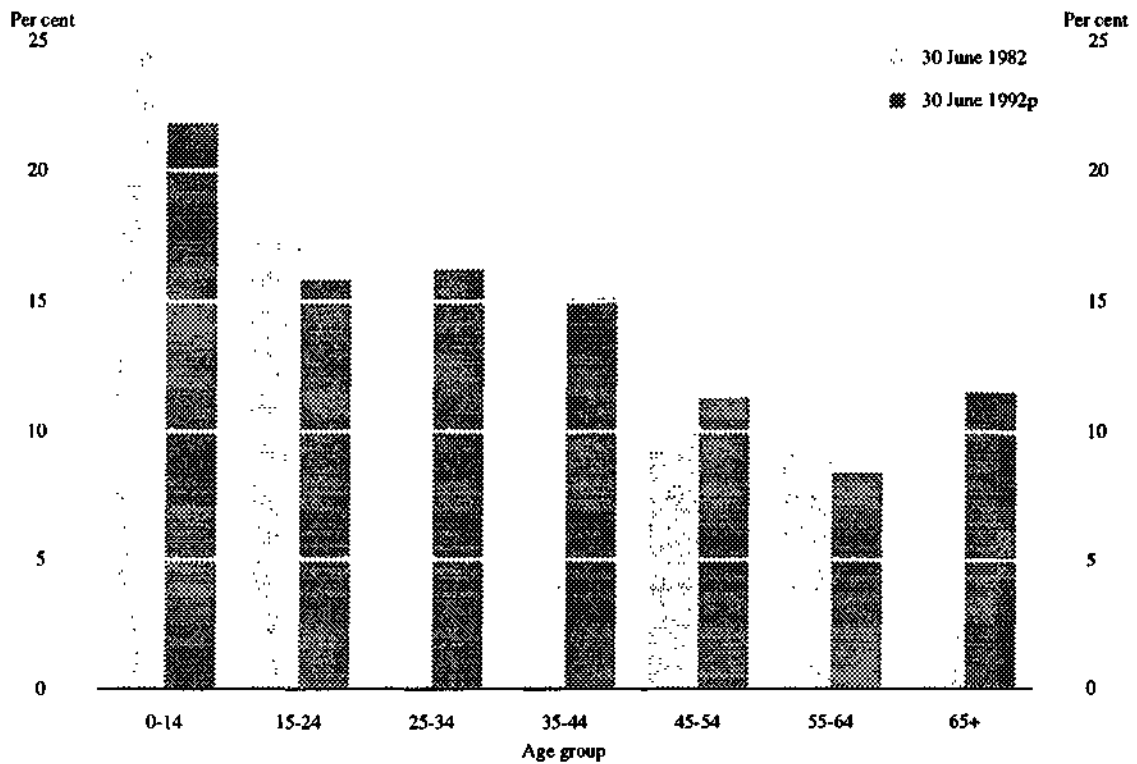
The civilian labour force is projected to grow from 8,922,200 persons in 1993 to between 10,671,100 persons (series D) and 10,918,400 persons (series A) in 2005. From series A labour force projections, the major gains in labour force numbers are projected to arise from the age group 45 to 54 years. Between 1993 and 2005, the male labour force in this age group is projected to rise by 291,900, an increase of 31 per cent, while for females the projected gain is 160,900 (73%).

TABLE 1.1. ESTIMATED RESIDENT POPULATION BY AGE GROUPS, AUSTRALIA
30 JUNE 1989, 1990, 1991 and 1992 p

Age group (years)	Number				Per cent of total population			
	1989	1990	1991	1992 p	1989	1990	1991	1992 p
MALES								
0-4	637,032	645,231	652,302	656,002	3.79	3.78	3.77	3.75
5-9	637,038	647,321	652,418	655,526	3.79	3.79	3.77	3.75
10-14	636,289	633,992	638,311	642,479	3.78	3.72	3.69	3.67
15-19	722,148	717,426	698,773	679,344	4.29	4.20	4.04	3.89
20-24	677,209	688,523	707,124	725,997	4.03	4.03	4.09	4.15
25-29	717,741	715,830	702,728	692,022	4.27	4.19	4.07	3.96
30-34	681,275	699,153	713,784	725,155	4.05	4.10	4.13	4.15
35-39	649,036	656,292	664,228	673,398	3.86	3.85	3.84	3.85
40-44	619,704	640,461	655,138	654,344	3.69	3.75	3.79	3.74
45-49	482,290	503,478	526,498	561,497	2.87	2.95	3.05	3.21
50-54	405,930	420,262	433,762	447,012	2.41	2.46	2.51	2.56
55-59	371,161	366,929	367,302	373,480	2.21	2.15	2.13	2.14
60-64	364,724	367,815	366,779	361,865	2.17	2.16	2.12	2.07
65-69	306,968	313,789	320,142	325,109	1.83	1.84	1.85	1.86
70-74	212,201	217,888	228,494	239,133	1.26	1.28	1.32	1.37
75-79	149,797	154,537	158,993	162,352	0.89	0.91	0.92	0.93
80-84	77,066	80,776	84,413	88,423	0.46	0.47	0.49	0.51
85 and over	39,980	41,566	44,220	47,821	0.24	0.24	0.26	0.27
All ages	8,387,589	8,511,269	8,615,409	8,710,959	49.88	49.88	49.85	49.83
FEMALES								
0-4	606,818	612,921	619,401	623,262	3.61	3.59	3.58	3.57
5-9	603,863	614,981	619,790	622,554	3.59	3.60	3.59	3.56
10-14	603,878	600,548	603,308	607,992	3.59	3.52	3.49	3.48
15-19	691,024	684,977	665,301	645,253	4.11	4.01	3.85	3.69
20-24	658,687	669,837	689,640	705,969	3.92	3.93	3.99	4.04
25-29	706,374	706,777	696,935	688,218	4.20	4.14	4.03	3.94
30-34	677,378	694,449	711,951	724,409	4.03	4.07	4.12	4.14
35-39	645,714	656,478	664,159	675,412	3.84	3.85	3.84	3.86
40-44	595,918	618,755	639,133	642,470	3.54	3.63	3.70	3.67
45-49	455,920	478,641	502,647	538,532	2.71	2.80	2.91	3.08
50-54	389,177	400,880	413,172	424,484	2.31	2.35	2.39	2.43
55-59	360,992	359,137	358,648	365,469	2.15	2.10	2.08	2.09
60-64	370,601	370,653	370,089	364,893	2.20	2.17	2.14	2.09
65-69	342,874	348,562	351,248	352,757	2.04	2.04	2.03	2.02
70-74	265,811	270,638	282,261	292,853	1.58	1.59	1.63	1.68
75-79	214,781	220,691	225,502	229,403	1.28	1.29	1.30	1.31
80-84	133,809	139,325	145,415	151,535	0.80	0.82	0.84	0.87
85 and over	103,208	105,609	110,027	116,169	0.61	0.62	0.64	0.66
All ages	8,426,827	8,553,859	8,668,627	8,771,634	50.12	50.12	50.15	50.17
PERSONS								
0-4	1,243,850	1,258,152	1,271,703	1,279,264	7.40	7.37	7.36	7.32
5-9	1,240,901	1,262,302	1,272,208	1,278,080	7.38	7.40	7.36	7.31
10-14	1,240,167	1,234,540	1,241,619	1,250,471	7.38	7.23	7.18	7.15
15-19	1,413,172	1,402,403	1,364,074	1,324,597	8.40	8.22	7.89	7.58
20-24	1,335,896	1,358,360	1,396,764	1,431,966	7.94	7.96	8.08	8.19
25-29	1,424,115	1,422,607	1,399,663	1,380,240	8.47	8.34	8.10	7.89
30-34	1,358,653	1,393,602	1,425,735	1,449,564	8.08	8.17	8.25	8.29
35-39	1,294,750	1,312,770	1,328,387	1,348,810	7.70	7.69	7.69	7.72
40-44	1,215,622	1,259,216	1,294,271	1,296,814	7.23	7.38	7.49	7.42
45-49	938,210	982,119	1,029,145	1,100,029	5.58	5.76	5.95	6.29
50-54	795,107	821,142	846,934	871,496	4.73	4.81	4.90	4.98
55-59	732,153	726,066	725,950	738,949	4.35	4.25	4.20	4.23
60-64	735,325	738,468	736,868	726,758	4.37	4.33	4.26	4.16
65-69	649,842	662,351	671,390	677,866	3.86	3.88	3.88	3.88
70-74	478,012	488,526	510,755	531,986	2.84	2.86	2.96	3.04
75-79	364,578	375,228	384,495	391,755	2.17	2.20	2.22	2.24
80-84	210,875	220,101	229,828	239,958	1.25	1.29	1.33	1.37
85 and over	143,188	147,175	154,247	163,990	0.85	0.86	0.89	0.94
All ages	16,814,416	17,065,128	17,284,036	17,482,593	100.00	100.00	100.00	100.00

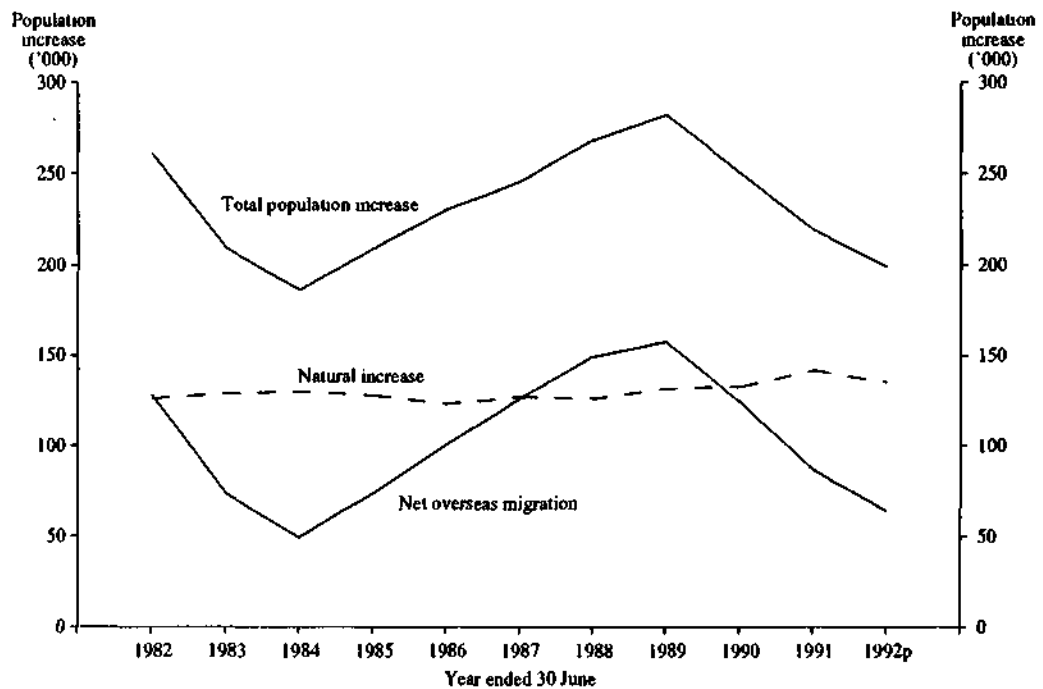
Source: Australian Demographic Statistics (3101.0).

CHART 1.1. ESTIMATED RESIDENT POPULATION: PROPORTION OF POPULATION IN SELECTED AGE GROUPS, AUSTRALIA



Source: Australian Demographic Statistics (3101 0)

CHART 1.2. ESTIMATED RESIDENT POPULATION: COMPONENTS OF GROWTH(a), AUSTRALIA



(a) Affected by adjustments to eliminate intercensal discrepancy. See the Technical Notes for further information

Source: Australian Demographic Statistics (3101 0)

CHART 13. PROJECTED POPULATION: TOTAL ALL AGES, AUSTRALIA

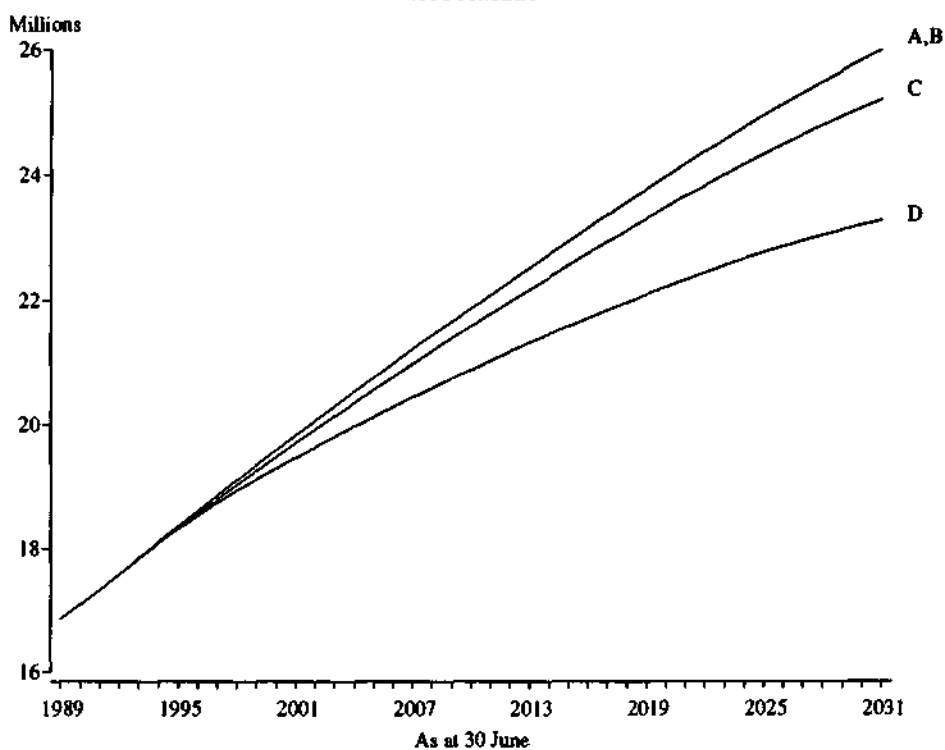
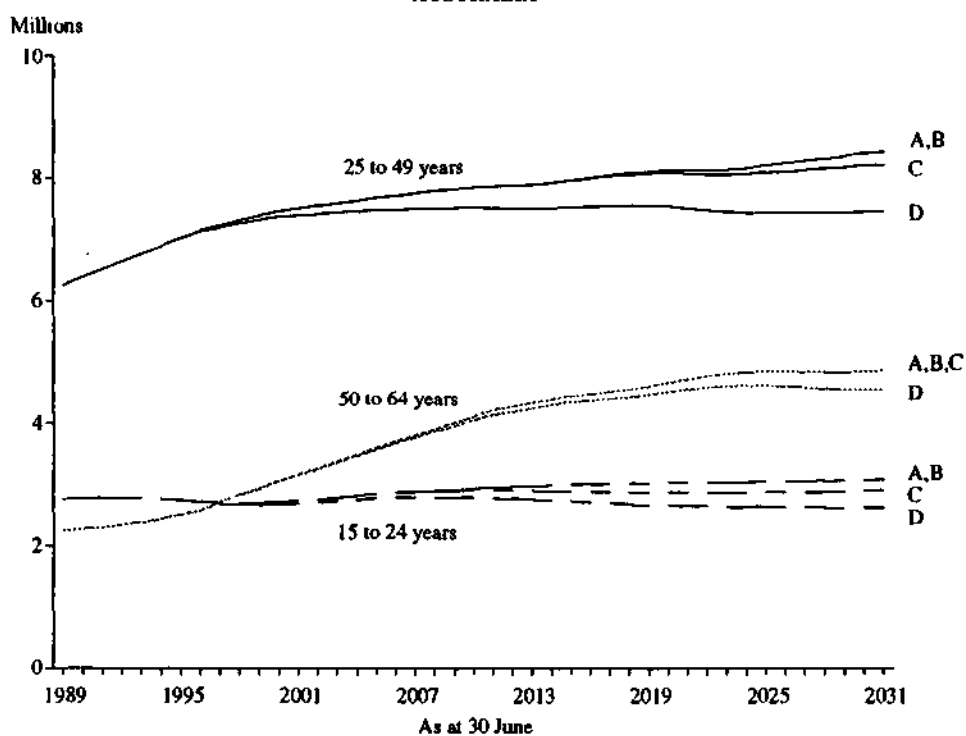


CHART 14. PROJECTED POPULATION: WORKING AGE GROUPS, AUSTRALIA



NOTE: The four projections A, B, C and D are based on different assumptions concerning immigration and fertility rates. See the Technical Notes for further information. All four are subject to revision when final 1991 Census results become available.

Source: *Projections of the Population of Australia, States and Territories, 1989 to 2031 (3222.0)*.

Migration

From the peak of 1987-88 (143,200) annual net overseas migration gains have been declining steadily, dropping to 137,200 in 1988-89, 103,900 in 1989-90, 94,800 in 1990-91 and 89,900 in 1991-92. The decline in the net gain has been mainly due to a sharp rise in the number of departures from Australia, together with a small decline in the number of arrivals over the same period.

Although the net gain in overseas arrivals of working age also declined in 1991-92 (see Chart 1.5), the proportion of the net overseas migration gain who were aged 15-64 years has not changed significantly. This proportion has remained steady at about 70 per cent of the net gain since 1984-85. (In the early 1980s it had fallen, as the incidence of unemployment in Australia rose.)

In 1991-92 the United Kingdom only just managed to maintain its traditional position as the major source country for settlers from overseas, providing 13 per cent of the total. It was closely rivalled by Hong Kong which provided 12 per cent. Vietnam was next in line with 9 per cent. Other countries of Europe and the USSR provided a further 12 per cent (12,400 settlers), other South East Asian countries provided a further 12 per cent (12,700) and other North East Asian countries provided a further 8 per cent (8,560).

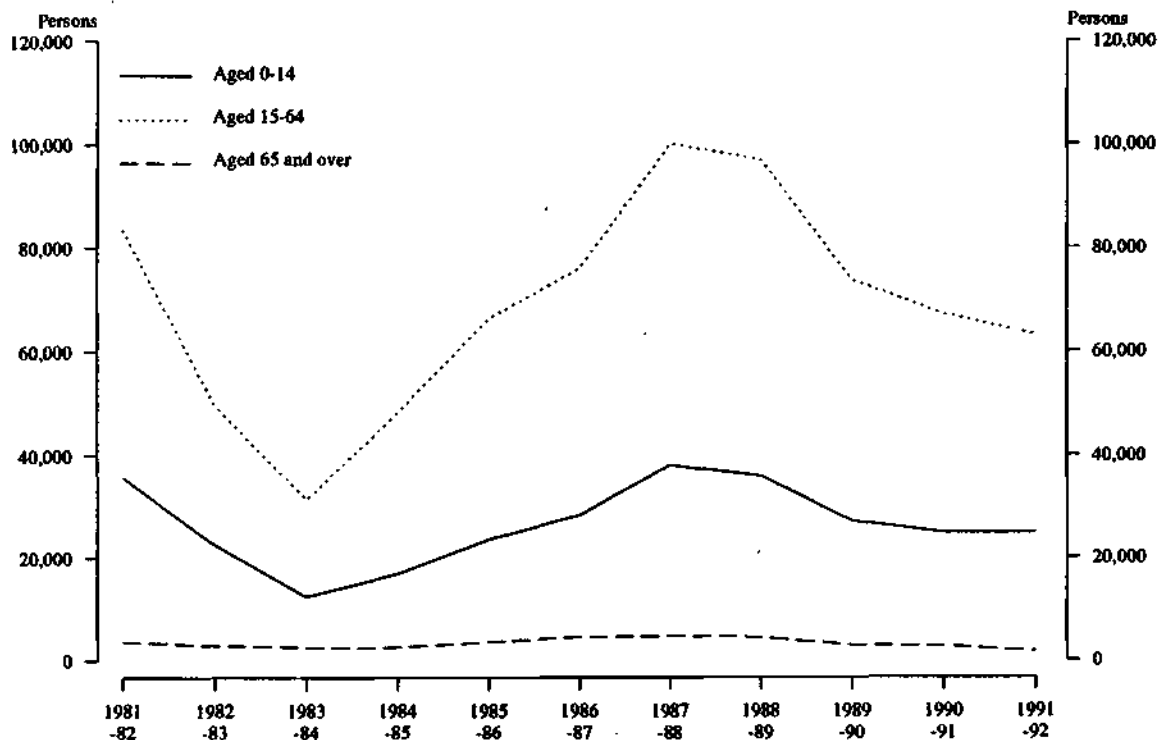
TABLE 1.2. PERMANENT AND LONG-TERM OVERSEAS ARRIVALS AND DEPARTURES (a): AGE AND SEX
AUSTRALIA

Age group (years)	Year ended 30 June											
	Arrivals						Departures					
	1987	1988	1989	1990	1991	1992	1987	1988	1989	1990	1991	1992
MALES												
0-4	8,260	10,550	10,250	8,910	9,090	8,900	3,640	3,830	4,080	4,560	5,080	4,890
5-14	15,110	18,350	18,140	15,980	15,800	15,480	5,340	5,160	5,900	6,410	6,770	6,560
15-24	20,380	23,410	25,680	24,840	23,890	24,100	9,910	10,420	11,820	14,040	14,970	15,420
25-34	27,290	33,560	34,400	33,600	34,530	34,240	14,590	15,250	17,380	20,280	23,970	24,300
35-44	17,740	21,300	22,140	20,310	21,160	20,070	8,820	9,340	10,320	11,200	13,340	13,150
45-64	11,410	13,620	14,100	13,150	13,090	12,760	6,170	6,240	7,290	8,130	8,850	9,260
65 and over	3,640	3,870	3,730	3,070	3,030	2,610	1,520	1,530	1,750	1,810	1,850	1,930
All ages	103,810	124,640	128,430	119,860	120,570	118,160	49,980	51,760	58,530	66,430	74,820	75,520
FEMALES												
0-4	8,340	10,010	9,830	8,630	8,570	8,560	3,400	3,670	3,950	4,380	4,820	4,690
5-14	14,130	17,050	17,370	15,060	14,760	14,470	4,990	5,130	5,720	6,070	6,600	6,300
15-24	21,810	24,660	26,530	25,880	26,600	26,850	10,850	11,430	13,350	15,950	16,390	17,160
25-34	27,680	32,880	33,370	31,660	34,610	35,520	13,030	13,430	15,760	18,350	20,810	21,410
35-44	13,750	16,530	17,600	16,180	16,420	16,890	6,420	6,720	7,630	8,420	9,420	9,990
45-64	10,590	12,000	12,360	10,860	11,220	10,540	4,840	4,950	5,690	6,300	6,640	7,050
65 and over	4,360	4,500	4,390	3,810	3,650	3,180	1,810	1,940	2,010	2,150	2,140	2,170
All ages	100,650	117,610	121,450	112,060	115,830	116,010	45,340	47,260	54,110	61,630	66,820	68,760
PERSONS												
0-4	16,600	20,550	20,080	17,540	17,660	17,450	7,040	7,500	8,020	8,950	9,900	9,580
5-14	29,240	35,390	35,500	31,030	30,570	29,950	10,330	10,290	11,620	12,480	13,380	12,860
15-24	42,190	48,060	52,220	50,720	50,490	50,950	20,760	21,840	25,180	29,990	31,360	32,580
25-34	54,960	66,430	67,770	65,260	69,140	69,760	27,620	28,680	33,140	38,630	44,780	45,710
35-44	31,480	37,820	39,740	36,480	37,570	36,960	15,250	16,050	17,940	19,610	22,760	23,140
45-64	21,990	25,620	26,460	24,010	24,310	23,300	11,010	11,200	12,980	14,430	15,490	16,310
65 and over	8,000	8,370	8,120	6,880	6,670	5,790	3,320	3,460	3,760	3,960	3,990	4,100
All ages	204,460	242,250	249,880	231,920	236,400	234,170	95,320	99,020	112,640	128,060	141,640	144,280

(a) Excludes 'category jumping' adjustment. See the Technical Notes.

Source: Australian Demographic Statistics (3101.0).

CHART 1.5. NET PERMANENT AND LONG-TERM OVERSEAS MOVEMENT (a)
BY AGE, AUSTRALIA



(a) Excludes 'category jumping' adjustment. See the text above and the Technical Notes for further information.

Source: Australian Demographic Statistics (3101.0)

TABLE 1.3. NET PERMANENT AND LONG-TERM OVERSEAS MOVEMENT (a): AGE AND SEX, AUSTRALIA

Age group (years)	Year ended 30 June											
	Number						Per cent					
	1987	1988	1989	1990	1991	1992	1987	1988	1989	1990	1991	1992
MALES												
0-4	4,630	6,710	6,170	4,350	4,010	4,010	4.2	4.7	4.5	4.2	4.2	4.5
5-14	9,770	13,180	12,230	9,570	9,030	8,910	9.0	9.2	8.9	9.2	9.5	9.9
15-24	10,470	12,990	13,860	10,800	8,920	8,690	9.6	9.1	10.1	10.4	9.4	9.7
25-34	12,700	18,310	17,020	13,320	10,560	9,940	11.6	12.8	12.4	12.8	11.1	11.1
35-44	8,910	11,960	11,820	9,110	7,820	6,920	8.2	8.4	8.6	8.8	8.3	7.7
45-64	5,240	7,380	6,820	5,020	4,240	3,490	4.8	5.2	5.0	4.8	4.5	3.9
65 and over	2,120	2,340	1,990	1,260	1,180	680	1.9	1.6	1.5	1.2	1.2	0.8
All ages	53,830	72,880	69,900	53,430	45,750	42,640	49.3	50.9	50.9	51.4	48.3	47.4
FEMALES												
0-4	4,940	6,340	5,880	4,250	3,750	3,870	4.5	4.4	4.3	4.1	4.0	4.3
5-14	9,150	11,920	11,650	8,990	8,160	8,170	8.4	8.3	8.5	8.7	8.6	9.1
15-24	10,960	13,230	13,180	9,930	10,210	9,690	10.0	9.2	9.6	9.6	10.8	10.8
25-34	14,650	19,440	17,610	13,310	13,800	14,110	13.4	13.6	12.8	12.8	14.6	15.7
35-44	7,320	9,810	9,980	7,760	7,000	6,900	6.7	6.8	7.3	7.5	7.4	7.7
45-64	5,750	7,040	6,660	4,550	4,580	3,490	5.3	4.9	4.9	4.4	4.8	3.9
65 and over	2,550	2,570	2,380	1,650	1,510	1,020	2.3	1.8	1.7	1.6	1.6	1.1
All ages	55,310	70,350	67,340	50,430	49,010	47,250	50.7	49.1	49.1	48.6	51.7	52.6
PERSONS												
0-4	9,560	13,050	12,050	8,600	7,760	7,870	8.8	9.1	8.8	8.3	8.2	8.8
5-14	18,920	25,100	23,880	18,560	17,190	17,090	17.3	17.5	17.4	17.9	18.1	19.0
15-24	21,430	26,220	27,040	20,730	19,130	18,370	19.6	18.3	19.7	20.0	20.2	20.4
25-34	27,350	37,750	34,630	26,630	24,360	24,050	25.1	26.4	25.2	25.6	25.7	26.8
35-44	16,230	21,770	21,800	16,870	14,820	13,820	14.9	15.2	15.9	16.2	15.6	15.4
45-64	10,990	14,420	13,480	9,570	8,820	6,990	10.1	10.1	9.8	9.2	9.3	7.8
65 and over	4,680	4,910	4,360	2,920	2,680	1,700	4.3	3.4	3.2	2.8	2.8	1.9
All ages	109,140	143,220	137,240	103,870	94,760	89,890	100.0	100.0	100.0	100.0	100.0	100.0

(a) Excludes 'category jumping' adjustment. See the Technical Notes.

Source: Australian Demographic Statistics (3101.0).

TABLE 1.4. PERMANENT ARRIVALS (SETTLERS): COUNTRY OF BIRTH BY AGE, AUSTRALIA
YEAR ENDED 30 JUNE 1992

Country of birth	Age group (years)			Total
	0 - 14	15 - 64	65 and over	
OCEANIA & ANTARCTICA —				
Fiji	630	1,500	10	2,150
New Zealand	2,040	4,920	280	7,240
Other	340	610	20	980
Total	3,010	7,040	310	10,360
EUROPE & THE USSR —				
Croatia, Yugoslavia, Slovenia	740	1,740	50	2,520
Germany	180	620	30	830
Ireland	80	630	20	720
Poland	560	1,270	30	1,850
United Kingdom	3,730	10,030	700	14,470
USSR & Baltic States	570	1,400	100	2,070
Other	1,010	3,300	110	4,420
Total	6,850	18,990	1,030	26,870
MIDDLE EAST & NORTH AFRICA —				
Egypt	230	690	20	940
Iran	120	550	—	670
Iraq	330	1,070	—	1,410
Lebanon	260	1,360	10	1,620
Turkey	180	710	10	890
Other	550	950	10	1,500
Total	1,660	5,310	50	7,020
SOUTHEAST ASIA —				
Indonesia	250	890	10	1,150
Malaysia	850	2,240	30	3,120
Philippines	1,880	3,990	40	5,920
Singapore	270	590	10	870
Thailand	320	550	—	860
Viet Nam	2,140	6,970	480	9,590
Other	190	610	20	820
Total	5,890	15,830	600	22,330
NORTHEAST ASIA —				
China	290	2,870	230	3,390
Hong Kong	3,780	9,090	40	12,910
Korea	310	900	10	1,220
Taiwan	1,070	2,090	10	3,170
Other	150	620	10	780
Total	5,590	15,580	310	21,470
SOUTHERN ASIA —				
Afghanistan	320	620	10	950
India	1,400	4,110	90	5,610
Sri Lanka	670	2,050	60	2,780
Other	470	780	10	1,260
Total	2,870	7,560	170	10,590
THE AMERICAS —				
El Salvador	500	720	10	1,240
Canada	300	560	10	880
United States of America (a)	490	1,180	20	1,690
Other	640	1,390	50	2,080
Total	1,930	3,860	90	5,880
AFRICA (excluding North Africa) —				
South Africa	420	800	50	1,270
Other	370	1,170	10	1,550
Total	790	1,970	60	2,820
Total (b)	28,610	76,170	2,610	107,390

(a) Includes America undefined. (b) Includes other and not stated.

Source: Unpublished Overseas Arrivals and Departures Statistics, Demography Section, ABS.

Labour Force Status and Other Characteristics of Migrants

In September 1990 the civilian population aged 15 and over was estimated at 13,104,300 persons. Of these approximately 27 per cent (3,510,900) were born outside Australia. The following tables focus on that group of migrants who arrived in Australia after 1970, had obtained permanent residency status and were aged 18 or more on arrival. This group numbered 1,158,900 at September 1990 representing some 9 per cent of the civilian population aged 15 and over. In March 1987, this group of migrants represented 7 per cent of the civilian population aged 15 and over.

The proportion of this group of migrants born in Europe has been steadily decreasing, with a corresponding increase in the numbers of migrants born in Asia and Oceania.

Of the migrants in this group, 829,100 were in the labour force at September 1990. Some 748,300 were employed — 77 per cent employed full-time and 14 per cent employed part-time. The remaining migrants in this group (329,800 or 28% of the group) were not in the labour force, a proportion that is lower than that estimated for the civilian population aged 18 and over (36%).

This group of migrants have been classified to various migration categories. Some 53 per cent (615,600) were classified as principal applicants, while a further 22 per cent (255,700) arrived as the partner of a principal applicant.

Of the principal applicants:

- 267,900 (44%) were sponsored by family
- 48,400 (8%) were sponsored by an employer or other organisation
- 262,900 (43%) arrived unsponsored
- 33,800 (5%) arrived as refugees.

TABLE 1.5. CIVILIAN POPULATION AGED 15 AND OVER: CHARACTERISTICS OF MIGRANTS, SUMMARY
AUSTRALIA, MARCH 1987 AND SEPTEMBER 1990

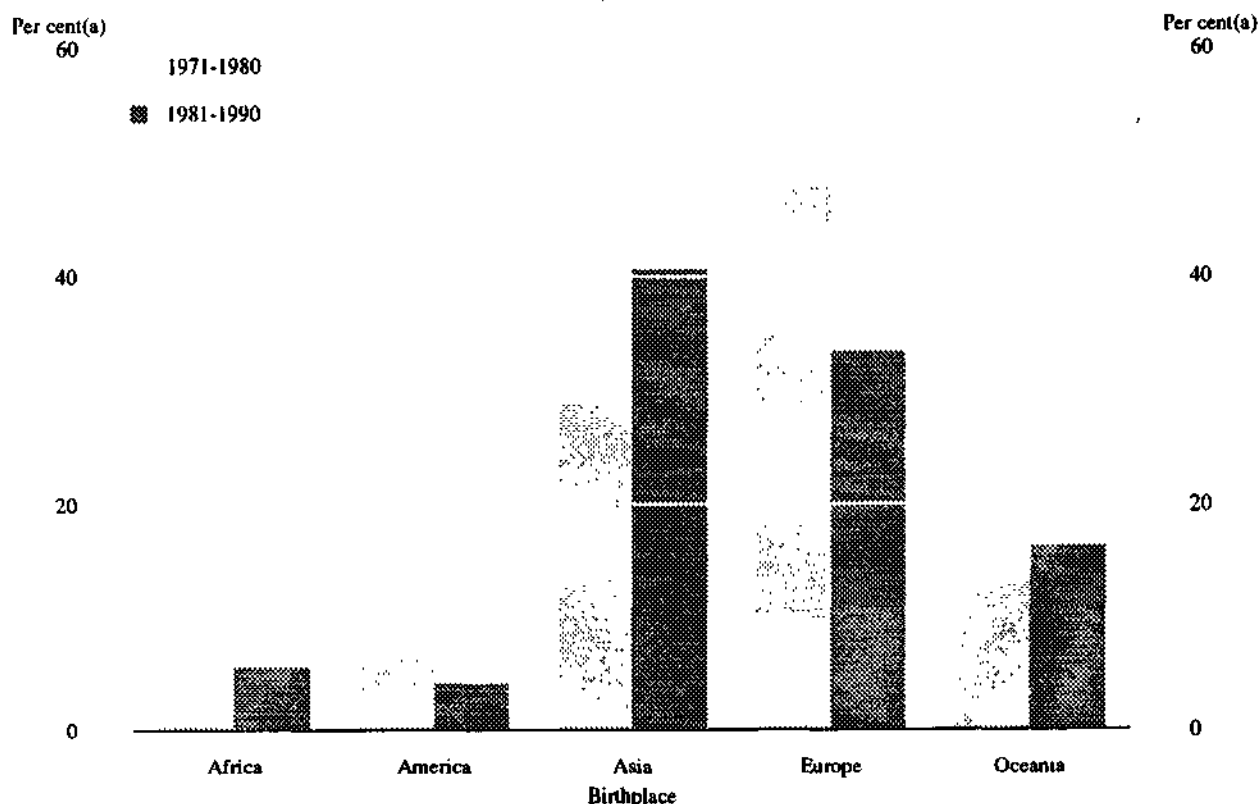
	Survey conducted in(a)							
	March 1987 (b)			Proportion of civilian population (per cent)	September 1990			Proportion of civilian population (per cent)
	Males	Females —'000—	Persons		Males	Females —'000—	Persons	
Civilian population aged 15 and over(c)	6,018.3	6,154.3	12,172.6	100.0	6,494.4	6,609.8	13,104.3	100.0
Born in Australia	4,409.6	4,621.6	9,031.2	74.2	4,697.8	4,895.6	9,593.4	73.2
Born outside Australia	1,608.7	1,532.7	3,141.4	25.8	1,796.6	1,714.3	3,510.9	26.8
Aged 15-17 at March 1987	45.1	40.3	85.4	0.7	..	..	..	..
Aged 15-17 at September 1990	..	..	..	..	37.9	38.6	76.5	0.6
Aged less than 18 on arrival	..	..	..	..	150.6	142.8	293.6	2.2
Arrived 1970 or before	1,016.2	926.0	1,942.2	16.0	992.6	918.5	1,911.1	14.6
Arrived after 1970	547.4	566.4	1,113.8	9.2	615.6	614.1	1,229.8	9.4
Temporary residency status	21.4	16.6	38.0	0.3	43.7	27.2	70.9	0.5
Permanent residency status	526.1	549.8	1,075.9	8.8	571.9	587.0	1,158.9	8.8
Aged less than 18 on arrival	93.7	95.5	189.2	1.6	..	..	..	..
Aged 18 or more on arrival	432.4	454.3	886.7	7.3	571.9	587.0	1,158.9	8.8
Birthplace—								
Africa	24.5	25.7	50.1	0.4	27.1	29.9	57.0	0.4
America	21.5	26.7	48.0	0.4	25.4	32.6	58.1	0.4
Asia	133.8	141.7	275.4	2.3	196.7	217.6	414.2	3.2
Europe	190.6	198.5	389.1	3.2	232.6	222.8	455.4	3.5
United Kingdom and Ireland	119.7	117.9	237.6	2.0	139.7	130.1	269.8	2.1
Other countries in Europe	70.9	80.6	151.5	1.2	92.9	92.7	185.6	1.4
Oceania	62.1	61.9	124.0	1.0	90.1	84.1	174.1	1.3
New Zealand	54.2	52.3	106.6	0.9	78.2	69.4	147.5	1.1
Other countries in Oceania	7.9	9.6	17.5	0.1	11.9	14.7	26.6	0.2

(a) See the Technical Notes, regarding comparability of the reference periods surveyed. (b) Prior to September 1990, the scope of the survey included persons who arrived in Australia after 1960. To enable time series comparisons, data from the March 1987 survey have been revised — see the Technical Notes.

(c) Excludes institutionalised persons and boarding school pupils.

Source: Labour Force Status and Other Characteristics of Migrants, Australia (6250.0).

**CHART 1.6. MIGRANTS WHO ARRIVED IN AUSTRALIA AFTER 1970
AGED 18 AND OVER: BIRTHPLACE AND PERIOD OF ARRIVAL,
AUSTRALIA, SEPTEMBER 1990**



(a) For each 'period of arrival', the percentage distribution by birthplace.

Source: *Labour Force Status and Other Characteristics of Migrants, Australia (6250.0)*.

**TABLE 1.6. MIGRANTS WHO ARRIVED IN AUSTRALIA AFTER 1970 AGED 18 AND OVER: MIGRATION CATEGORY AND
LABOUR FORCE STATUS, AUSTRALIA, SEPTEMBER 1990**

Migration category	Employed			Unem- ployed - '000 -	Labour force	Not in labour force	Total	Unemploy- ment rate - per cent -	Partici- pation rate
	Full-time	Part-time	Total						
New Zealand(a)	107.0	16.1	123.1	9.2	132.3	28.2	160.5	7.0	82.5
Principal applicant	374.0	45.0	418.9	44.6	463.6	152.1	615.6	9.6	75.3
Refugee	20.9	* 1.8	22.7	4.2	26.9	6.9	33.8	15.5	79.6
Other	353.0	43.2	396.2	40.5	436.7	145.2	581.8	9.3	75.1
Sponsored	175.4	23.1	198.5	20.0	218.4	100.4	318.9	9.1	68.5
By family	136.4	20.1	156.5	16.7	173.1	94.8	267.9	9.6	64.6
By employer	26.7	* 1.4	28.2	* 1.1	29.2	* 2.3	31.5	* 3.7	92.8
By other organisation	10.3	* 1.5	11.8	* 2.2	14.0	* 2.9	16.9	* 16.0	82.9
Did not know	* 1.9	* 0.1	* 2.1	* 0.0	* 2.1	* 0.5	* 2.6	* 0.0	* 79.6
Un-sponsored	177.6	20.1	197.7	20.5	218.2	44.7	262.9	9.4	83.0
Partner of principal applicant	91.0	38.0	128.9	17.0	145.9	109.7	255.7	11.6	57.1
Principal applicant's migration status—									
Refugee	3.8	* 1.2	5.0	* 1.0	6.0	5.3	11.4	* 17.2	52.9
Other	80.1	34.2	114.3	15.2	129.5	97.5	227.0	11.7	57.1
Arrived with spouse/partner who was principal applicant	7.0	* 2.6	9.6	* 0.8	10.4	6.9	17.3	* 7.4	59.9
Other	37.1	8.1	45.1	6.4	51.5	20.5	72.0	12.4	71.6
No application form completed	17.9	4.0	21.8	* 3.2	25.0	11.1	36.1	* 12.7	69.2
Don't know	8.6	* 1.9	10.5	* 0.3	10.7	8.3	19.0	* 2.4	56.5
Total	635.5	112.9	748.3	80.7	829.1	329.8	1,158.9	9.7	71.5

(a) Includes persons born in New Zealand and those whose place of last residence was New Zealand.

Source: *Labour Force Status and Other Characteristics of Migrants, Australia (6250.0)*.

Educational Attainment

The number of persons aged 15 to 69 at February 1992 was estimated at 12,155,200 of whom 5,076,500 (42%) reported having a post-school qualification; 6,485,200 (53%) reported being without post-school qualifications and the remaining 593,400 (4.9%) were still attending school.

Of the 5,076,500 persons with post-school qualifications 2,272,800 (45%) had a certificate or diploma; 1,620,200 (32%) had a trade qualification; 1,139,500 (22%) had a degree or higher qualification and 44,000 (0.9%) had other post-school qualifications.

The estimate of 6,485,200 persons without post-school qualifications comprises 1,708,900 (26%) who had attended the highest level of secondary school available, 4,776,300 (74%) who had left before reaching the highest level of secondary school available and 41,300 who had never attended school.

TABLE 1.7. CIVILIAN POPULATION AGED 15 TO 69 : AGE AND EDUCATIONAL ATTAINMENT, AUSTRALIA, FEBRUARY 1992
(^{'000})

Educational attainment	Age					Total
	15-24	25-34	35-44	45-54	55-69	
MALES						
With post-school qualifications	292.6	776.1	777.4	543.4	479.3	2,868.8
Degree	52.2	189.5	220.0	120.9	74.7	657.4
Trade qualification	145.8	396.4	352.5	278.4	276.6	1,449.8
Certificate or diploma	89.9	184.4	199.1	138.1	124.5	735.9
Other	4.6	5.8	5.9	6.0	*3.4	25.7
Without post-school qualifications	784.2	611.8	533.7	450.4	565.0	2,945.1
Attended highest level of secondary school available	401.3	177.4	148.6	69.8	63.2	860.3
Did not attend highest level of secondary school available	r 382.9	r 434.4	r 385.1	r 380.6	r 501.8	r 2,084.7
Never attended school	*0.0	*1.5	*2.6	4.2	8.3	16.5
Still at school	299.8	..	..	..	..	299.8
Total	1,376.6	1,387.9	1,311.1	993.8	1,044.3	6,113.6
FEMALES						
With post-school qualifications	338.3	666.6	597.5	346.6	258.8	2,207.8
Degree	63.0	165.2	159.6	65.0	29.4	482.1
Trade qualification	26.0	44.4	35.6	29.0	35.5	170.5
Certificate or diploma	245.0	453.8	396.6	250.4	191.0	1,536.9
Other	4.2	*3.2	5.8	*2.2	*2.9	18.3
Without post-school qualifications	703.6	725.0	713.2	597.3	801.0	3,540.1
Attended highest level of secondary school available	r 382.5	188.5	131.4	75.8	70.4	r 848.6
Did not attend highest level of secondary school available	r 321.1	r 536.5	r 581.8	r 521.5	r 730.6	r 2,691.6
Never attended school	*0.0	*1.9	3.9	6.9	12.0	24.7
Still at school	293.7	..	..	..	..	293.7
Total	1,335.6	1,391.6	1,310.7	943.8	1,059.8	6,041.6
ALL PERSONS						
With post-school qualifications	630.9	1,442.7	1,374.9	890.1	738.1	5,076.5
Degree	115.2	354.7	379.5	185.9	104.1	1,139.5
Trade qualification	171.8	440.8	388.1	307.4	312.2	1,620.2
Certificate or diploma	334.9	638.2	595.6	388.5	315.5	2,272.8
Other	8.9	9.0	11.7	8.1	6.3	44.0
Without post-school qualifications	1,487.8	1,336.9	1,246.9	1,047.7	1,366.0	6,485.2
Attended highest level of secondary school available	r 783.8	365.9	280.0	145.6	133.6	r 1,708.9
Did not attend highest level of secondary school available	r 704.0	r 970.9	r 966.9	r 902.1	r 1,232.4	r 4,776.3
Never attended school	*0.0	3.4	6.5	11.0	20.3	41.3
Still at school	593.4	..	..	..	..	593.4
Total	2,712.1	2,779.5	2,621.8	1,937.7	2,104.1	12,155.2

Source: Labour Force Status and Educational Attainment, Australia (6235.0).

Participation in Education

Between September 1990 and 1992 there was an estimated population increase of 7,200 among 15 to 24 year olds while the number in this group attending an educational institution rose by 102,400. In September 1992, 49 per cent (1,334,900) of 15 to 24 year olds were attending an educational institution, an increase of 3.6 percentage points since September 1990.

TABLE 1.8. PERSONS AGED 15 TO 24 : AGE, WHETHER ATTENDING AN EDUCATIONAL INSTITUTION AND TYPE OF INSTITUTION ATTENDING, AUSTRALIA, SEPTEMBER 1990 TO SEPTEMBER 1992

Age	Number			Education participation rate		
	1990	1991 —'000—	1992	1990	1991 —per cent—	1992
ATTENDING SCHOOL						
15-19	673.4	697.6	697.8	48.7	52.0	53.3
15	243.6	240.4	239.7	94.7	95.5	96.2
16	204.9	214.5	214.5	77.1	83.1	84.7
17	162.7	176.3	177.9	58.9	66.4	68.4
18	52.6	59.7	57.4	18.2	21.5	21.5
19	9.7	6.6	8.4	3.3	2.3	3.0
20-24	5.4	8.6	7.0	0.4	0.6	*0.5
20	*2.8	4.9	4.1	*0.1	1.7	*1.4
21	*1.4	*1.2	*0.9	*0.5	*0.4	*0.3
22	*0.2	*1.1	*0.5	*0.1	*0.4	*0.2
23	*0.7	*0.4	*1.1	*0.3	*0.2	*0.4
24	*0.3	*0.9	*0.4	*0.1	*0.3	*0.1
Total	678.9	706.2	704.8	24.9	25.8	25.8
ATTENDING TERTIARY						
15-19	259.5	259.5	260.0	18.8	19.3	19.9
15	*2.0	*1.6	*0.5	*0.8	*0.6	*0.2
16	18.1	10.8	9.9	6.8	4.2	3.9
17	35.4	30.6	25.2	12.8	11.5	9.7
18	96.0	100.7	93.2	33.3	36.3	34.8
19	108.1	115.9	131.2	36.6	40.0	47.1
20-24	294.2	341.9	370.1	21.9	24.6	25.9
20	84.7	113.6	111.7	30.2	38.2	38.1
21	71.9	79.3	93.3	26.0	27.9	31.2
22	56.6	60.7	68.3	21.2	21.9	23.9
23	47.7	45.3	53.5	18.3	16.9	19.2
24	33.2	43.0	43.3	12.8	16.4	16.0
Total	553.6	601.4	630.1	20.3	22.0	23.0
ATTENDING AN EDUCATIONAL INSTITUTION						
15-19	932.9	957.1	957.8	67.4	71.3	73.2
15	245.5	242.0	240.2	95.4	96.1	96.4
16	222.9	225.3	224.4	83.9	87.2	88.6
17	198.1	206.9	203.1	71.7	77.9	78.1
18	148.5	160.3	150.6	51.5	57.8	56.3
19	117.8	122.5	139.6	39.7	42.3	50.1
20-24	299.6	350.5	377.1	22.3	25.2	26.4
20	87.5	118.5	115.8	31.1	39.9	39.5
21	73.3	80.5	94.2	26.5	28.3	31.5
22	56.8	61.9	68.8	21.2	22.3	24.1
23	48.4	45.7	54.6	18.6	17.1	19.6
24	33.5	43.9	43.7	12.9	16.7	16.2
Total	1,232.5	1,307.6	1,334.9	45.2	47.9	48.8
TOTAL (a)						
15-19	1,383.1	1,342.6	1,308.3	..	..	..
15	257.3	251.8	249.1	..	..	..
16	265.6	258.2	253.3	..	..	..
17	276.4	265.7	260.1	..	..	..
18	288.6	277.4	267.5	..	..	..
19	295.1	289.5	278.4	..	..	..
20-24	1,345.2	1,389.6	1,427.3	..	..	..
20	280.9	297.4	293.0	..	..	..
21	276.9	284.3	299.0	..	..	..
22	267.4	277.8	285.7	..	..	..
23	260.9	267.9	279.1	..	..	..
24	259.1	262.3	270.6	..	..	..
Total	2,732.2	2,723.2	2,735.5	..	..	..

(a) Includes persons not attending an educational institution.

Source: Participation in Education, Australia (6272.0).

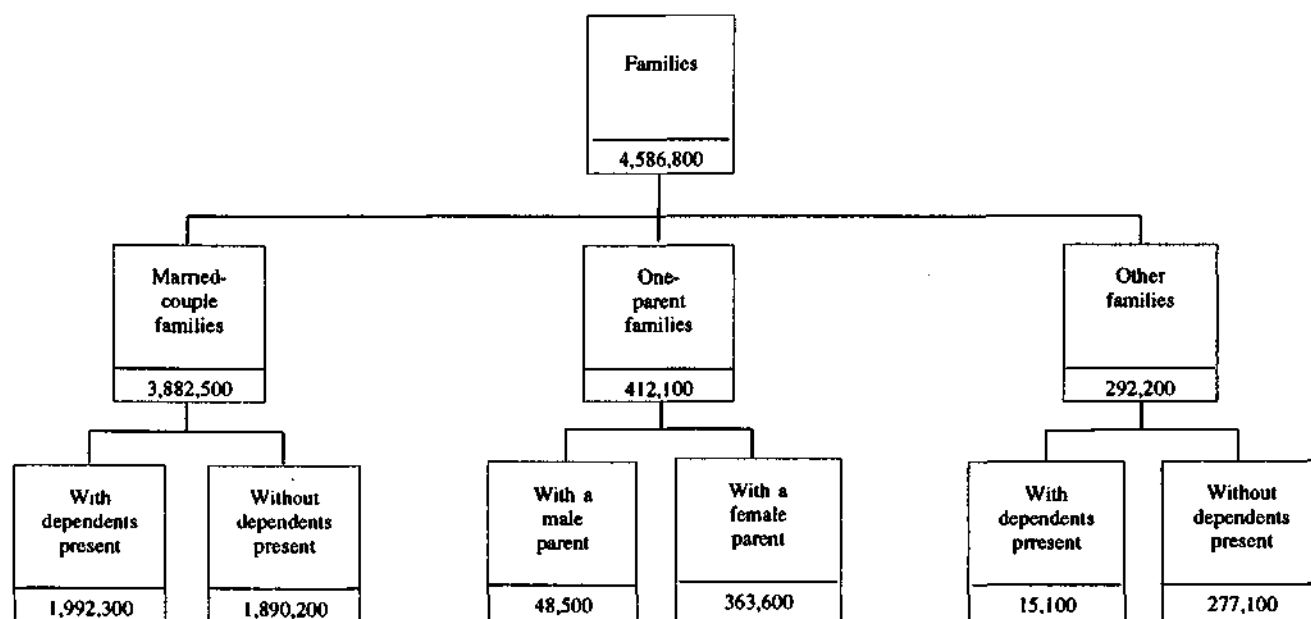
Families

In June 1992 an estimated 13,117,200 persons aged 15 years and over were usual residents of private dwellings in Australia. Of these, family status could be determined for a sub-population of 12,869,200 persons.

Within this sub-population 10,857,000 persons were members of 4,586,800 families. There were 3,882,500 *married-couple families*, 51 per cent of whom had dependents present. The number of *one-parent families* with a male parent was 48,500 and the number of *one-parent families* with a female parent was 363,600. The number of *other families* was 292,200.

Within the sub-population there were 2,012,200 persons who were not members of a family; 61 per cent of these persons lived alone.

CHART 1.7. AUSTRALIAN FAMILIES, JUNE 1992



Source: *Labour Force Status and Other Characteristics of Families, Australia (6224.0)*.

CHAPTER 2

THE LABOUR FORCE

The concept of the labour force is fundamental to the measurement of employment and unemployment.

The labour force is defined broadly as those persons who, during a particular week, are either employed or unemployed. The labour force represents the total supply of labour available to the labour market during a given week.

The participation rate, which represents the proportion of the working age population (defined to be those aged 15 and over) who are in the labour force is an important labour force measure. Analysis of the participation rates provides a basis for monitoring changes in the size and composition of labour supply, particularly in terms of age, sex and marital status. Other characteristics such as birthplace, educational attainment and family characteristics also have to be taken into account in an analysis of the labour force.

The need to reflect the dynamic structure of the labour market and the changes required to respond to evolving socio-economic conditions and policy concerns have resulted in significant modifications to the original Labour Force Survey framework that was developed in the 1960s. An ever-increasing demand to obtain information concerning underemployment and information on persons wanting to work but not defined as unemployed has led to improvements to the conceptual basis of the Australian labour force framework. The conceptual framework is set out schematically on the next page.

This chapter presents some summary statistics on the civilian labour force. The principal source for statistics on the civilian labour force is the ABS population survey, which consists of the Monthly Labour Force Survey and associated supplementary surveys. The Labour Force Survey collects information on the labour force status of individuals (i.e. whether they are employed, unemployed or not in the labour force) together with a range of demographic and other characteristics. It provides the basis for an analysis of underemployment and underutilisation of labour, a topic addressed in Chapter 3. The supplementary surveys cover a range of topics. For example the Survey of Labour Force Experience examines the movements into and out of the labour force over twelve months.

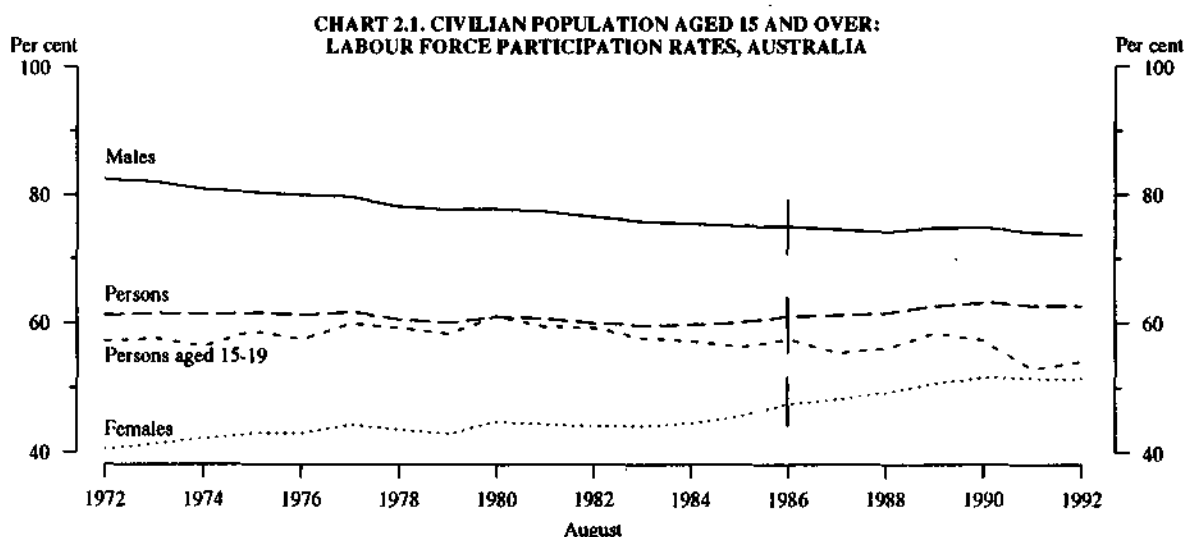
Members of the permanent Defence Forces are excluded from the Labour Force Survey and therefore from discussion in the remainder of this publication. Their numbers totalled 54,600 males and 8,200 females at the end of June 1992.

Labour force

In August 1992, of the 8,585,700 persons in the labour force, 4,997,800 were males and 3,587,800 were females.

The labour force participation rate for persons increased by 2.6 percentage points over the decade August 1982 to August 1992 to 62.6 per cent. This increase was attributable to an increase of 7.6 percentage points in the female participation rate. The labour force participation rate for males has decreased by 2.8 percentage points to 73.8 per cent.

There were large increases in the labour force participation rate for females in both the 35 to 44 age group (13.6 percentage points) and the 45 to 54 age groups (15.1 percentage points), to 71.6 and 64.6 per cent respectively. The participation rate for females aged 25 to 34 increased by 11.3 percentage points over the decade, while the participation rates for both males and females in the 15 to 19 and the 65 and over age groups fell.



Indicates break in series. Estimates from August 1986 are based on a revised definition introduced in April 1986. See the Technical Notes for further information.

Source: *The Labour Force, Australia* (6203 0)

THE AUSTRALIAN LABOUR FORCE FRAMEWORK

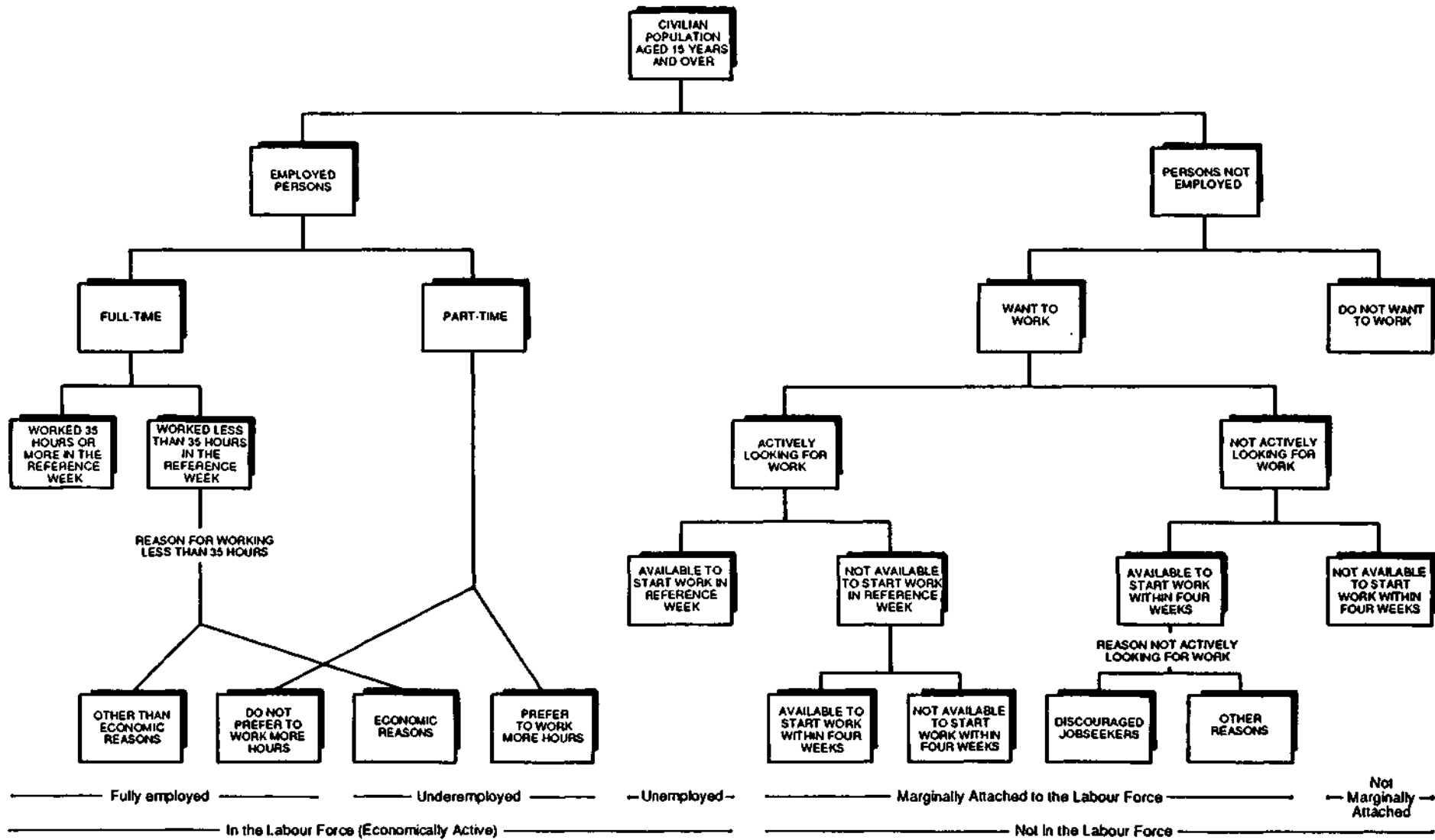


TABLE 2.1. CIVILIAN POPULATION AGED 15 AND OVER : LABOUR FORCE STATUS, AUSTRALIA, AUGUST 1972 TO AUGUST 1992

August	Employed		Unemployed			Labour force	Not in labour force	Civilian population aged 15 and over	Un-employment rate —per cent—	Participation rate
	Full-time workers	Total	Looking for full-time work	Looking for part-time work	Total —'000—					
MALES										
1972	3,632.3	3,757.7	67.7	7.0	74.8	3,832.5	813.8	4,646.2	2.0	82.5
1973	3,697.5	3,839.6	38.3	13.0	51.3	3,891.0	847.9	4,738.8	1.3	82.1
1974	3,710.9	3,847.1	60.0	7.9	67.9	3,914.9	920.5	4,835.4	1.7	81.0
1975	3,668.4	3,820.6	122.5	16.3	138.8	3,959.4	956.6	4,916.0	3.5	80.5
1976	3,665.6	3,836.3	142.7	13.9	156.6	3,992.9	1,000.1	4,993.0	3.9	80.0
1977	3,682.6	3,866.8	168.5	21.6	190.1	4,056.9	1,024.9	5,081.8	4.7	79.8
1978	3,642.5	3,850.9	207.9	14.3	222.2	4,073.1	1,137.7	5,210.8	5.5	78.2
1979	3,715.9	3,921.2	184.0	13.5	197.5	4,118.7	1,177.6	5,296.3	4.8	77.8
1980	3,773.8	3,982.8	193.9	15.7	209.6	4,192.4	1,193.2	5,385.6	5.0	77.9
1981	3,835.6	4,057.9	187.8	12.7	200.5	4,258.4	1,236.6	5,494.9	4.7	77.5
1982	3,782.5	4,024.3	250.4	21.3	271.7	4,296.0	1,314.6	5,610.6	6.3	76.6
1983	3,663.4	3,903.6	409.5	20.2	429.7	4,333.3	1,379.2	5,712.5	9.9	75.9
1984	3,772.5	4,018.0	358.6	22.6	381.2	4,399.2	1,418.8	5,818.0	8.7	75.6
1985	3,856.7	4,111.1	325.4	23.7	349.1	4,460.2	1,469.5	5,929.8	7.8	75.2
1986(a)	3,922.3	4,202.6	320.9	28.3	349.3	4,551.9	1,509.4	6,061.2	7.7	75.1
1987	3,960.0	4,277.1	317.2	29.8	347.1	4,624.2	1,565.4	6,189.6	7.5	74.7
1988	4,076.4	4,382.1	279.9	25.8	305.7	4,687.8	1,633.9	6,321.7	6.5	74.2
1989	4,217.5	4,571.9	230.7	30.0	260.7	4,832.6	1,619.7	6,452.3	5.4	74.9
1990	4,218.5	4,583.8	305.1	32.8	338.0	4,921.8	1,641.1	6,562.8	6.9	75.0
1991	4,035.4	4,443.7	465.4	37.2	502.6	4,946.3	1,728.3	6,674.6	10.2	74.1
1992	3,966.5	4,433.4	521.0	43.4	564.4	4,997.8	1,771.9	6,769.7	11.3	73.8
FEMALES										
1972	1,356.1	1,852.1	43.4	25.9	69.3	1,921.4	2,811.6	4,733.0	3.6	40.6
1973	1,395.4	1,943.3	28.8	25.6	54.5	1,997.8	2,826.8	4,824.6	2.7	41.4
1974	1,416.9	2,008.1	45.8	27.2	73.1	2,081.2	2,851.8	4,933.0	3.5	42.2
1975	1,378.5	2,020.8	93.0	46.6	139.7	2,160.3	2,859.6	5,019.9	6.5	43.0
1976	1,371.3	2,061.5	94.1	42.0	136.1	2,197.6	2,909.8	5,107.4	6.2	43.0
1977	1,411.9	2,128.6	114.8	54.4	169.2	2,297.8	2,904.3	5,202.1	7.4	44.2
1978	1,402.9	2,154.4	126.5	49.6	176.1	2,330.5	3,029.1	5,359.7	7.6	43.5
1979	1,397.2	2,157.4	131.8	48.1	179.9	2,337.4	3,117.0	5,454.4	7.7	42.9
1980	1,477.3	2,298.5	140.7	44.2	184.9	2,483.4	3,071.7	5,555.1	7.4	44.7
1981	1,501.5	2,335.8	135.9	44.2	180.1	2,515.9	3,154.6	5,670.5	7.2	44.4
1982	1,503.4	2,355.0	137.2	52.5	189.7	2,544.7	3,242.8	5,787.5	7.5	44.0
1983	1,486.9	2,337.4	197.9	59.3	257.1	2,594.6	3,299.1	5,893.7	9.9	44.0
1984	1,546.3	2,448.1	165.0	57.9	222.8	2,671.0	3,319.9	5,990.9	8.3	44.6
1985	1,607.3	2,564.5	162.7	60.9	223.6	2,788.1	3,313.6	6,101.6	8.0	45.7
1986(a)	1,686.5	2,716.0	170.9	77.5	248.4	2,964.4	3,266.3	6,230.6	8.4	47.6
1987	1,711.1	2,815.2	177.8	77.1	255.0	3,070.2	3,291.4	6,361.6	8.3	48.3
1988	1,798.1	2,971.3	165.5	67.4	233.0	3,204.2	3,288.6	6,492.9	7.3	49.4
1989	1,891.5	3,155.7	139.4	69.3	208.7	3,364.4	3,258.7	6,623.1	6.2	50.8
1990	1,941.3	3,241.2	173.2	76.3	249.5	3,490.7	3,242.7	6,733.4	7.1	51.8
1991	1,907.6	3,225.5	221.6	81.8	303.4	3,528.9	3,317.0	6,845.9	8.6	51.5
1992	1,839.5	3,245.8	244.0	97.9	342.0	3,587.8	3,364.6	6,952.4	9.5	51.6
PERSONS										
1972	4,988.4	5,609.9	111.1	32.9	144.0	5,753.9	3,625.3	9,379.2	2.5	61.3
1973	5,092.9	5,783.0	67.2	38.6	105.8	5,888.7	3,674.7	9,563.4	1.8	61.6
1974	5,127.8	5,855.2	105.8	35.1	140.9	5,996.1	3,772.3	9,768.4	2.4	61.4
1975	5,046.8	5,841.3	215.5	62.9	278.4	6,119.7	3,816.2	9,935.9	4.6	61.6
1976	5,036.9	5,897.8	236.8	55.9	292.7	6,190.5	3,909.8	10,100.4	4.7	61.3
1977	5,049.6	5,995.4	283.3	76.0	359.3	6,354.7	3,929.2	10,283.9	5.7	61.8
1978	5,045.3	6,005.4	334.4	63.9	398.3	6,403.7	4,166.8	10,570.5	6.2	60.6
1979	5,113.1	6,078.5	315.8	61.7	377.5	6,456.0	4,294.6	10,750.7	5.9	60.1
1980	5,251.1	6,281.4	334.6	59.9	394.5	6,675.9	4,264.9	10,940.7	5.9	61.0
1981	5,337.1	6,393.7	323.7	56.9	380.6	6,774.3	4,391.2	11,165.5	5.6	60.7
1982	5,285.9	6,379.3	387.6	73.8	461.4	6,840.7	4,557.4	11,398.1	6.7	60.0
1983	5,150.3	6,241.1	607.4	79.5	686.8	6,927.9	4,678.3	11,606.2	9.9	59.7
1984	5,318.8	6,466.1	523.5	80.5	604.0	7,070.1	4,738.7	11,808.8	8.5	59.9
1985	5,464.0	6,675.6	488.0	84.7	572.7	7,248.3	4,783.1	12,031.4	7.9	60.2
1986(a)	5,608.8	6,918.6	491.8	105.8	597.6	7,516.2	4,775.7	12,291.9	8.0	61.1
1987	5,671.1	7,092.3	495.1	107.0	602.0	7,694.4	4,856.8	12,551.2	7.8	61.3
1988	5,874.6	7,353.4	445.4	93.3	538.7	7,892.1	4,922.5	12,814.5	6.8	61.6
1989	6,108.9	7,727.6	370.1	99.3	469.4	8,197.0	4,878.5	13,075.4	5.7	62.7
1990	6,159.8	7,825.0	478.3	109.1	587.4	8,412.5	4,883.7	13,296.2	7.0	63.3
1991	5,943.0	7,669.2	687.0	119.1	806.0	8,475.2	5,045.3	13,520.5	9.5	62.7
1992	5,806.0	7,679.3	765.1	141.3	906.4	8,585.7	5,136.5	13,722.2	10.6	62.6

(a) Estimates from August 1986 are based on a revised definition introduced in April 1986. See the Technical Notes for further information.

Source: The Labour Force, Australia (6203.0).

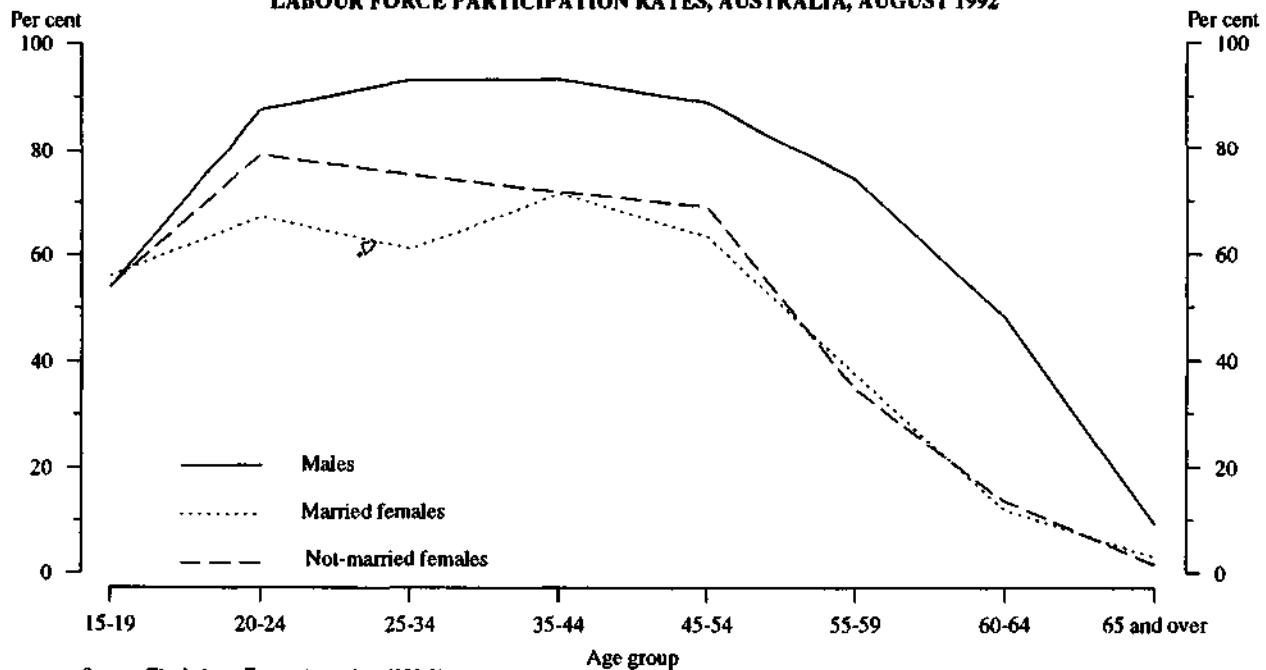
TABLE 2.2. LABOUR FORCE PARTICIPATION RATES BY AGE, AUSTRALIA, AUGUST 1982 TO AUGUST 1992
(per cent)

	Age group								
August	15-19	20-24	25-34	35-44	45-54	55-59	60-64	65 and over	Total
MALES									
1982	62.4	89.3	94.9	95.1	90.0	79.1	47.7	9.2	76.6
1983	58.2	89.6	95.4	95.0	90.4	78.2	42.8	8.6	75.9
1984	59.0	89.4	95.1	94.7	90.0	76.7	43.4	9.0	75.6
1985	57.7	89.7	94.5	94.8	90.0	76.4	42.6	8.9	75.2
1986(a)	58.5	89.1	94.8	94.4	90.0	75.7	45.1	8.4	75.1
1987	57.4	89.4	94.6	94.4	89.5	74.5	44.7	8.5	74.7
1988	56.4	90.1	93.7	94.2	87.3	73.6	47.2	8.4	74.2
1989	59.6	89.2	94.8	93.3	88.7	74.9	49.8	8.5	74.9
1990	58.1	88.7	94.2	94.3	89.6	76.0	50.6	8.5	75.0
1991	53.5	87.1	94.3	93.8	89.8	71.9	49.6	9.1	74.1
1992	54.0	87.6	93.2	93.3	89.0	74.1	48.1	9.3	73.8
FEMALES									
1982	56.1	70.0	53.6	58.0	49.5	26.0	9.1	2.5	44.0
1983	57.0	70.8	52.8	58.0	48.5	28.3	12.1	2.1	44.0
1984	55.6	71.8	54.9	58.7	50.1	27.6	11.5	2.5	44.6
1985	56.0	73.6	57.6	61.4	50.2	27.1	11.2	2.0	45.7
1986(a)	56.6	74.6	60.1	64.7	54.4	28.7	12.7	1.9	47.6
1987	53.6	75.6	61.9	65.8	55.3	30.4	13.2	2.6	48.3
1988	56.0	75.8	62.0	68.2	57.0	31.4	14.5	2.5	49.4
1989	57.1	77.4	65.0	69.8	59.3	32.1	13.6	2.2	50.8
1990	56.8	78.8	65.1	72.1	61.0	33.8	16.3	2.3	51.8
1991	52.6	76.7	65.5	71.9	62.7	35.7	14.6	2.4	51.5
1992	54.2	75.6	64.9	71.6	64.6	36.8	12.5	2.2	51.6
PERSONS									
1982	59.3	79.6	74.3	76.9	70.2	52.5	27.9	5.3	60.0
1983	57.6	80.2	74.1	76.8	69.9	53.4	26.9	4.8	59.7
1984	57.3	80.6	74.9	77.0	70.5	52.5	27.0	5.2	59.9
1985	56.9	81.7	76.0	78.4	70.6	52.1	26.5	4.9	60.2
1986(a)	57.6	81.9	77.4	79.7	72.7	52.6	28.6	4.7	61.1
1987	55.6	82.6	78.2	80.3	72.8	52.8	28.6	5.1	61.3
1988	56.2	83.0	77.9	81.3	72.5	52.8	30.6	5.0	61.6
1989	58.4	83.4	79.9	81.7	74.4	53.8	31.6	4.9	62.7
1990	57.4	83.8	79.7	83.3	75.7	55.2	33.4	4.9	63.3
1991	53.0	81.9	80.0	82.9	76.6	54.0	32.1	5.3	62.7
1992	54.1	81.6	79.1	82.5	77.1	55.7	30.3	5.2	62.6

(a) Estimates from August 1986 are based on a revised definition introduced in April 1986. See the Technical Notes for further information.

Source: *The Labour Force, Australia* (6203.0).

**CHART 2.3. CIVILIAN POPULATION AGED 15 AND OVER:
LABOUR FORCE PARTICIPATION RATES, AUSTRALIA, AUGUST 1992**



Source: *The Labour Force, Australia* (6203.0).

TABLE 2.3. LABOUR FORCE STATUS OF THE CIVILIAN POPULATION AGED 15 AND OVER
STATES AND TERRITORIES, AUGUST 1992

State or Territory	Employed		Unemployed			Labour force	Not in labour force	Civilian population aged 15 and over	Unemployment rate —per cent—	Participation rate
	Full-time workers	Total	Looking for full-time work	Looking for part-time work	Total					
				—'000—						
MALES										
New South Wales	1,337.3	1,482.9	175.7	13.9	189.6	1,672.5	621.2	2,293.7	11.3	72.9
Victoria	997.5	1,125.3	137.8	12.6	150.4	1,275.6	449.5	1,725.2	11.8	73.9
Queensland	693.9	777.4	80.8	7.5	88.3	865.7	304.9	1,170.7	10.2	74.0
South Australia	326.8	363.5	51.9	3.1	55.0	418.5	158.0	576.5	13.1	72.6
Western Australia	400.5	446.7	52.4	3.8	56.2	502.8	154.0	656.9	11.2	76.6
Tasmania	98.7	110.8	15.7	* 1.0	16.7	127.5	48.9	176.4	13.1	72.3
Northern Territory	36.5	42.9	2.5	* 0.1	2.6	45.5	12.8	58.3	5.7	78.0
Australian Capital Territory	75.3	83.9	4.4	* 1.2	5.7	89.6	22.5	112.1	6.3	79.9
Australia	3,966.5	4,433.4	521.0	43.4	564.4	4,997.8	1,771.9	6,769.7	11.3	73.8
FEMALES										
New South Wales	635.0	1,088.6	82.4	31.3	113.7	1,202.4	1,167.1	2,369.4	9.5	50.7
Victoria	474.9	826.9	66.3	23.4	89.7	916.6	873.4	1,789.9	9.8	51.2
Queensland	319.2	567.4	39.4	16.3	55.7	623.1	569.9	1,193.0	8.9	52.2
South Australia	140.5	271.2	21.1	8.3	29.3	300.5	291.8	592.4	9.8	50.7
Western Australia	167.8	311.4	24.9	11.9	36.9	348.3	307.6	655.9	10.6	53.1
Tasmania	40.9	80.4	5.3	2.8	8.1	88.5	93.6	182.0	9.1	48.6
Northern Territory	20.8	32.7	* 1.3	* 0.3	* 1.6	34.3	21.1	55.3	* 4.6	61.9
Australian Capital Territory	40.5	67.2	3.4	3.6	7.0	74.3	40.2	114.5	9.5	64.9
Australia	1,839.5	3,245.8	244.0	97.9	342.0	3,587.8	3,364.6	6,952.4	9.5	51.6
PERSONS										
New South Wales	1,972.2	2,571.5	258.1	45.3	303.3	2,874.8	1,788.3	4,663.1	10.6	61.7
Victoria	1,472.4	1,952.2	204.1	36.0	240.0	2,192.2	1,322.9	3,515.1	10.9	62.4
Queensland	1,013.1	1,344.8	120.2	23.8	144.0	1,488.8	874.9	2,363.6	9.7	63.0
South Australia	467.3	634.8	72.9	11.4	84.3	719.1	449.8	1,168.9	11.7	61.5
Western Australia	568.2	758.1	77.3	15.8	93.0	851.1	461.6	1,312.7	10.9	64.8
Tasmania	139.7	191.2	20.9	3.9	24.8	216.0	142.4	358.4	11.5	60.3
Northern Territory	57.3	75.6	3.8	* 0.4	4.2	79.8	33.9	113.7	5.2	70.2
Australian Capital Territory	115.8	151.2	7.8	4.9	12.7	163.9	62.7	226.6	7.8	72.3
Australia	5,806.0	7,679.3	765.1	141.3	906.4	8,585.7	5,136.5	13,722.2	10.6	62.6

Source: The Labour Force, Australia (6203.0)

TABLE 2.4. CIVILIAN LABOUR FORCE BY BIRTHPLACE, AUSTRALIA, AUGUST 1992

	Employed		Unemployed		Labour force	Unemployment rate —per cent—	Participation rate(a)
	Full-time workers	Total	Looking for full-time work —'000—	Total			
Born in Australia	4,307.6	5,774.1	526.4	634.6	6,408.7	9.9	65.0
Born outside Australia	1,498.4	1,905.2	238.6	271.8	2,177.0	12.5	60.2
Main English Speaking Countries	648.7	841.6	79.5	91.2	932.8	9.8	64.4
Other Countries	849.7	1,063.6	159.1	180.6	1,244.2	14.5	57.4
Oceania	157.3	199.2	24.6	29.0	228.2	12.7	73.3
New Zealand	126.2	160.1	18.8	21.4	181.5	11.8	75.1
Europe and the Former USSR	927.8	1,187.8	125.8	142.6	1,330.4	10.7	58.3
Germany	47.5	61.1	4.7	5.7	66.8	8.6	59.6
Greece	53.5	69.4	5.7	6.5	75.9	8.6	55.1
Italy	95.5	119.4	13.3	15.0	134.4	11.1	48.8
Netherlands	44.3	57.4	3.7	4.6	62.0	7.4	60.8
UK and Ireland	473.6	615.0	56.3	64.9	679.9	9.5	61.5
Former Yugoslav Republics	79.9	95.2	18.8	20.0	115.2	17.3	64.8
The Middle East and North Africa	53.3	63.9	15.7	18.4	82.3	22.4	50.6
Lebanon	18.9	23.8	6.4	7.9	31.7	24.9	49.5
Southeast Asia	135.9	166.7	41.2	44.8	211.5	21.2	60.2
Malaysia	30.8	39.1	4.1	5.8	44.9	12.9	65.6
Philippines	25.0	30.9	6.2	7.0	37.8	18.5	60.9
Viet Nam	42.1	47.9	23.8	24.2	72.1	33.6	57.5
Northeast Asia	74.3	96.3	10.8	13.6	109.9	12.4	54.0
China	37.1	46.5	7.9	9.2	55.8	16.6	61.6
The Americas	52.3	68.4	8.5	9.8	78.2	12.5	73.1
Other	97.5	122.9	12.0	13.6	136.5	9.9	68.9
India	32.9	39.5	3.6	3.8	43.3	8.8	68.3

(a) Calculated using population estimates which exclude those in institutions. Source: The Labour Force, Australia (6203.0).

Characteristics of Migrants who arrived in Australia after 1970

An estimated 39 per cent of persons who migrated to Australia in the period 1971-1990 (and were aged 18 and over on arrival) last resided in Europe. A further 33 per cent of migrants who arrived in this period last resided in Asia.

In September 1990, persons whose country of last residence was in Asia had the highest unemployment rate of 12.8 per cent, followed by those whose country of last residence was in Europe or America (9.2% and 8.2% respectively). Persons who last resided in Oceania had the lowest unemployment rate at 7.1 per cent.

Persons whose country of last residence was New Zealand had the highest participation rate (81.7%), with males recording 92.4 per cent and females 69.7 per cent, while those who last resided in Asia recorded the lowest participation rate at 64.9 per cent (81.0% for males and 50.4% for females).

TABLE 2.5. MIGRANTS WHO ARRIVED IN AUSTRALIA AFTER 1970 AGED 18 AND OVER: LABOUR FORCE STATUS AND COUNTRY OF LAST RESIDENCE, AUSTRALIA, SEPTEMBER 1990
(^{'000})

Labour force status	Africa	America	Asia	Europe		Total	Oceania		Total	Total
				United Kingdom and Ireland	Other countries in Europe		New Zealand	Other countries in Oceania		
MALES										
				— '000 —						
Labour force	24.9	30.4	148.2	116.7	78.2	194.9	82.4	11.0	93.3	491.7
Employed	23.1	27.7	128.0	109.8	66.2	176.0	77.8	9.9	87.7	442.6
Full-time	22.1	25.9	119.3	106.0	63.5	169.5	74.7	9.6	84.4	421.2
Part-time	* 1.0	* 1.8	8.6	3.8	* 2.7	6.5	* 3.1	* 0.3	* 3.4	21.4
Unemployed	* 1.8	* 2.6	20.3	6.9	12.0	18.8	4.5	* 1.1	5.6	49.2
Not in the labour force	3.5	3.5	34.8	18.9	11.7	30.6	6.7	* 1.0	7.8	80.2
Total	28.4	33.8	183.1	135.5	89.9	225.5	89.1	12.0	101.1	571.9
				— per cent —						
Unemployment rate	* 7.3	* 8.6	13.7	5.9	15.3	9.7	5.5	* 9.7	6.0	10.0
Participation rate	87.7	89.8	81.0	86.1	86.9	86.4	92.4	91.4	92.3	86.0
FEMALES										
				— '000 —						
Labour force	16.5	22.7	102.9	81.8	48.3	130.1	55.7	9.4	65.2	337.3
Employed	15.0	21.0	91.1	76.9	42.2	119.1	50.8	8.7	59.5	305.8
Full-time	10.5	14.6	71.2	47.1	27.5	74.6	36.2	7.2	43.4	214.3
Part-time	4.6	6.3	20.0	29.8	14.7	44.5	14.6	* 1.5	16.1	91.5
Unemployed	* 1.5	* 1.7	11.7	4.9	6.1	11.0	5.0	* 0.7	5.7	31.6
Not in the labour force	12.8	15.3	101.3	49.6	41.4	91.0	24.2	5.1	29.3	249.6
Total	29.3	38.0	204.1	131.4	89.7	221.1	80.0	14.5	94.5	587.0
				— per cent —						
Unemployment rate	* 8.9	* 7.6	11.4	6.0	12.6	8.4	8.9	* 7.5	8.7	9.4
Participation rate	56.4	59.7	50.4	62.2	53.8	58.8	69.7	64.9	69.0	57.5
PERSONS										
				— '000 —						
Labour force	41.4	53.1	251.1	198.5	126.5	325.0	138.1	20.4	158.5	829.1
Employed	38.1	48.7	219.1	186.7	108.4	295.1	128.6	18.6	147.2	748.3
Full-time	32.5	40.6	190.5	153.1	91.0	244.1	111.0	16.8	127.7	635.5
Part-time	5.6	8.1	28.6	33.6	17.4	51.1	17.7	* 1.8	19.5	112.9
Unemployed	* 3.3	4.3	32.0	11.8	18.0	29.8	9.5	* 1.8	11.2	80.7
Not in the labour force	16.3	18.8	136.1	68.5	53.1	121.6	31.0	6.1	37.1	329.8
Total	57.7	71.8	387.2	267.0	179.6	446.6	169.1	26.5	195.6	1,158.9
				— per cent —						
Unemployment rate	* 8.0	8.2	12.8	5.9	14.3	9.2	6.9	* 8.7	7.1	9.7
Participation rate	71.8	73.9	64.9	74.4	70.4	72.8	81.7	76.9	81.0	71.5

Source: Labour Force Status and Other Characteristics of Migrants, Australia (6250.0).

Labour Force Experience

An estimated 9,294,200 persons aged between 15 and 69 years participated in the labour force, that is, worked or looked for work at some time during the twelve months ending March 1992. The proportion of persons participating in the labour force has remained steady at 77 per cent for the year ending March 1990 to the year ending March 1992.

The participation rate of males has remained steady at 86 per cent for all years between 1987 and 1992. The participation rate of females has increased from 63 per cent in 1987 to 67 per cent in 1992. However, there has been little change since 1990.

The participation rate of persons aged 15 to 19 has decreased from 74 per cent in the year ending February 1987 to 69 per cent in the year ending March 1992, while the participation rate of persons in all age groups of 25 years and over has increased over the same period.

Of the 12,154,700 persons aged between 15 and 69 in March 1992—

- 8,545,200 persons (70%) worked at some time during the preceding year.
- 1,971,800 persons (16%) looked for work at some time during the preceding year.
- 5,230,600 persons (43%) were not in the labour force at some time during the preceding year. Of these, 2,860,500 persons were not in the labour force all 52 weeks.

TABLE 2.6. CIVILIAN POPULATION AGED 15 TO 69: PROPORTION WHO PARTICIPATED IN THE LABOUR FORCE AT SOME TIME DURING THE PREVIOUS TWELVE MONTH PERIOD AND AGE, AUSTRALIA, FEBRUARY 1987 TO MARCH 1992(a)
(per cent)

Survey conducted in—	Age group								Total
	15-19	20-24	25-34	35-44	45-54	55-59	60-64	65-69(b)	
MALES									
February—									
1987	74.7	96.7	98.0	96.6	92.1	83.6	52.8	19.5	86.3
1988	70.1	95.6	97.3	96.4	90.8	81.2	54.5	16.3	85.5
1989	73.9	96.1	97.2	96.7	92.1	79.8	57.7	17.0	85.8
March—									
1990	75.4	95.8	97.5	96.5	92.4	80.3	57.7	19.2	86.2
1991	72.3	96.3	97.7	96.7	92.6	81.1	58.7	20.8	86.3
1992	69.3	95.3	97.1	96.5	92.5	78.8	58.6	22.5	85.8
FEMALES									
February—									
1987	73.4	85.2	72.1	72.6	61.8	37.1	17.5	6.9	63.1
1988	68.5	86.4	73.1	73.8	61.8	35.1	15.9	6.6	63.0
1989	73.9	86.4	74.6	76.4	64.7	39.4	19.0	5.9	65.2
March—									
1990	73.4	86.5	78.0	80.5	66.8	38.5	18.7	5.8	67.1
1991	72.3	86.4	77.4	78.6	69.6	42.5	19.6	6.9	67.3
1992	69.4	85.8	76.6	79.1	69.9	42.5	19.1	7.2	67.0
PERSONS									
February—									
1987	74.1	91.0	85.0	84.7	77.3	60.5	34.9	12.8	74.7
1988	69.3	91.0	85.2	85.2	76.6	58.3	35.0	11.1	74.3
1989	73.9	91.3	85.9	86.6	78.7	59.9	38.1	11.2	75.6
March—									
1990	74.4	91.1	87.8	88.5	79.9	59.7	38.1	12.2	76.7
1991	72.3	91.4	87.5	87.7	81.4	62.1	38.7	13.6	76.9
1992	69.4	90.6	86.8	87.8	81.5	61.0	39.5	14.3	76.5

(a) Prior to March 1990, the scope of the survey included persons aged 70 years and over. To enable time series comparisons, proportions from 1987 to 1989 have been calculated with persons aged 70 years and over excluded.

Source: Labour Force Experience, Australia (6206.0).

TABLE 2.7. ALL PERSONS: LABOUR FORCE EXPERIENCE DURING THE YEAR ENDING MARCH 1992
AND MARITAL STATUS, AUSTRALIA
('000)

	Married			Not-married			Total		
	Males	Females	Persons	Males	Females	Persons	Males	Females	Persons
Not in the labour force at any time during the preceding year	448.5	1,336.1	1,784.6	417.5	658.4	1,075.9	866.0	1,994.5	2,860.5
In the labour force at some time during the preceding year	3,271.6	2,407.6	5,679.2	1,972.1	1,642.8	3,614.9	5,243.8	4,050.4	9,294.2
Time in the labour force during the preceding year (weeks)—									
1 and under 4	10.5	44.6	55.1	42.8	49.6	92.4	53.3	94.2	147.5
4 and under 13	22.6	106.6	129.2	107.6	114.0	221.6	130.2	220.6	350.8
13 and under 26	36.4	116.6	153.0	103.4	104.0	207.4	139.8	220.6	360.4
26 and under 39	54.7	144.3	199.1	74.1	78.1	152.2	128.9	222.4	351.3
39 and under 49	154.2	257.9	412.1	128.7	132.4	261.1	282.9	390.3	673.2
49 and under 52	144.9	154.4	299.3	91.8	95.9	187.7	236.7	250.3	487.0
52	2,848.2	1,583.3	4,431.5	1,423.8	1,068.7	2,492.5	4,272.0	2,652.0	6,924.0
Worked at some time during the preceding year	3,119.2	2,253.7	5,372.9	1,745.1	1,427.3	3,172.4	4,864.3	3,680.9	8,545.2
Time worked during the preceding year (weeks)—									
1 and under 4	16.1	35.6	51.7	42.1	40.1	82.2	58.2	75.7	133.9
4 and under 13	51.9	100.1	152.0	122.9	94.8	217.7	174.7	194.9	369.6
13 and under 26	83.4	121.6	205.0	123.9	97.0	220.9	207.3	218.6	425.9
26 and under 39	127.6	154.6	282.2	135.7	104.9	240.6	263.3	259.5	522.7
39 and under 49	242.7	277.2	519.9	176.4	167.6	344.0	419.1	444.8	863.9
49 and under 52	145.2	147.4	292.7	85.8	88.4	174.2	231.0	235.9	466.9
52	2,452.3	1,417.2	3,869.5	1,058.3	834.4	1,892.8	3,510.6	2,251.6	5,762.2
Full-time/part-time status of weeks worked—									
All were full-time	2,787.0	1,090.6	3,877.5	1,293.1	833.4	2,126.5	4,080.1	1,923.9	6,004.0
More full-time than part-time	145.6	111.9	257.5	109.3	81.8	191.1	254.9	193.7	448.6
More part-time than full-time	44.8	101.1	146.0	49.0	62.5	111.4	93.8	163.6	257.4
All were part-time	141.8	950.1	1,091.9	293.7	449.6	743.4	435.5	1,399.7	1,835.2
Number of jobs held during the preceding year—									
One	2,850.9	2,058.9	4,909.8	1,489.4	1,205.6	2,695.0	4,340.3	3,264.5	7,604.7
Two	208.2	153.2	361.4	185.3	162.6	347.9	393.5	315.8	709.3
Three	42.3	28.1	70.4	44.1	42.2	86.3	86.4	70.3	156.7
Four or more	17.8	13.5	31.3	26.4	16.9	43.3	44.2	30.4	74.5
Looked for work at some time during the preceding year	506.1	360.2	866.3	616.1	489.4	1,105.5	1,122.1	849.7	1,971.8
Number of spells of looking for work during the preceding year—									
One	411.3	296.8	708.1	495.4	399.4	894.8	906.7	696.2	1,602.9
Two	37.7	27.3	65.0	51.5	38.2	89.7	89.3	65.5	154.7
Three	18.3	14.8	33.1	24.8	20.1	44.9	43.1	35.0	78.0
Four or more	38.8	21.3	60.1	44.3	31.7	76.0	83.1	53.0	136.1
Total	3,720.1	3,743.7	7,463.8	2,389.6	2,301.2	4,690.8	6,109.7	6,044.9	12,154.7

Source: Labour Force Experience, Australia (6206.0).

Transition from Education to Work

In May 1992, 2,563,700 persons were identified as having attended an educational institution in the previous year (1991) — 1,482,500 attended full-time and 1,081,200 attended part-time.

Of those who attended full-time in 1991, 384,200 had left full-time education by May 1992. Of this group 65 per cent (249,500) were employed in May 1992, while 26 per cent (100,000) were unemployed and 9.0 per cent (34,700) were not in the labour force.

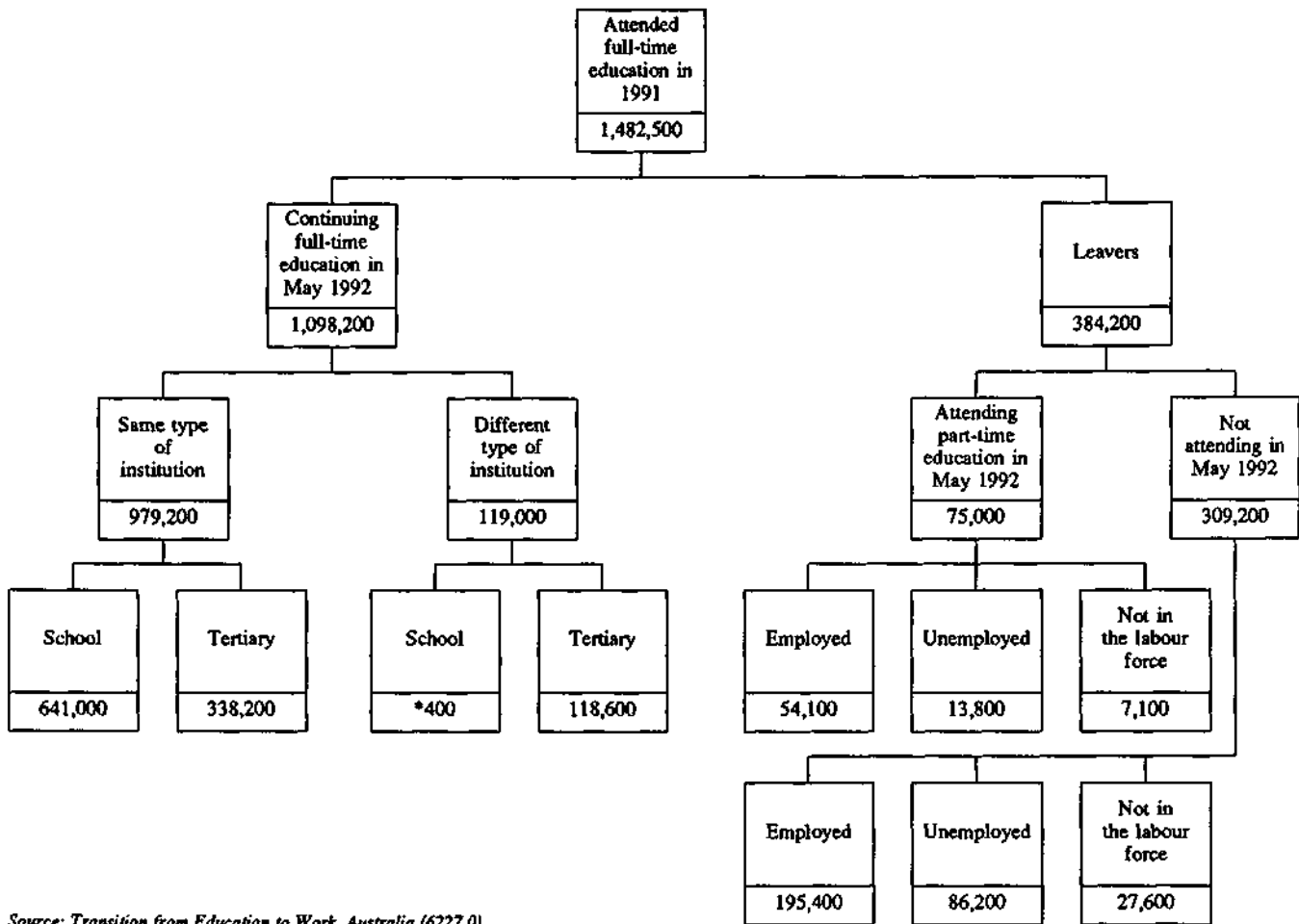
Of those who attended an educational institution part-time in 1991, 56 per cent (609,600) were not attending an educational institution at all in May 1992, 41 per cent (438,800) continued part-time study and 3.0 per cent (32,800) were attending full-time in May 1992.

TABLE 2.8. CIVILIAN POPULATION AGED 15 TO 64 : AGE, WHETHER ATTENDED AN EDUCATIONAL INSTITUTION AND TYPE OF ATTENDANCE IN PREVIOUS YEAR, WHETHER ATTENDING FULL-TIME EDUCATION AND LABOUR FORCE STATUS, AUSTRALIA, MAY 1987 TO MAY 1992 ('000)

	1987	1988	1989	1990	1991	1992
AGED 15 TO 24						
Attended an educational institution in previous year	1,369.7	1,423.7	1,483.0	1,510.2	1,539.3	1,628.9
Attended full-time in previous year	1,161.9	1,261.9	1,196.5	1,219.6	1,239.2	1,327.7
Attending full-time education in May	837.4	870.8	907.2	928.3	990.1	1,032.5
Leavers	287.6	291.0	289.3	291.4	249.2	295.1
Employed	216.0	232.0	234.0	230.5	166.5	193.3
Full-time workers	182.0	196.1	199.9	186.2	118.5	134.0
Part-time workers	34.0	35.9	34.1	44.2	48.0	59.1
Unemployed	53.9	42.6	38.3	44.7	64.3	79.3
Not in labour force	17.6	16.4	17.0	16.2	18.4	22.5
Attended part-time in previous year	244.7	261.7	286.5	290.5	300.1	301.3
Attending an educational institution in May	133.6	144.6	147.6	152.4	163.4	158.0
Full-time	12.3	12.5	12.3	15.6	17.8	19.1
Part-time	1121.3	132.3	135.3	136.8	145.6	138.8
Not attending an educational institution in May	111.1	117.1	138.9	138.1	136.7	143.3
Did not attend an educational institution in previous year	1,301.4	1,271.6	1,233.8	1,214.2	1,191.9	1,110.1
Total	2,671.0	2,695.2	2,716.8	2,724.4	2,731.2	2,739.0
AGED 25 TO 64						
Attended an educational institution in previous year	653.1	703.2	725.3	767.1	850.1	934.8
Attended full-time in previous year	76.0	92.5	91.8	113.8	126.3	154.8
Attending full-time education in May	34.3	42.5	45.5	45.6	58.9	65.7
Leavers	41.6	50.0	46.3	68.2	67.4	89.2
Employed	31.6	36.5	35.2	50.9	43.3	56.3
Full-time workers	25.6	26.9	29.8	43.1	31.0	38.2
Part-time workers	6.1	9.6	5.3	7.8	12.3	18.1
Unemployed	5.1	7.0	4.7	7.6	15.2	20.7
Not in labour force	4.9	6.5	6.4	9.7	8.8	12.2
Attended part-time in previous year	577.1	610.7	633.5	653.2	723.7	779.9
Attending an educational institution in May	246.3	253.3	273.8	260.3	299.8	313.7
Full-time	9.3	7.9	12.7	12.0	11.8	13.7
Part-time	237.0	245.4	261.1	248.3	288.0	300.0
Not attending an educational institution in May	330.8	357.4	359.7	393.0	423.9	466.3
Did not attend an educational institution in previous year	7,328.3	7,464.7	7,651.1	7,773.5	7,858.7	7,912.1
Total	7,981.3	8,167.9	8,376.3	8,540.6	8,708.7	8,846.8
ALL PERSONS						
Attended an educational institution in previous year	2,022.7	2,126.8	2,208.2	2,277.2	2,389.4	2,563.7
Attended full-time in previous year	1,200.9	1,254.4	1,288.2	1,333.4	1,365.5	1,482.5
Attending full-time education in May	871.7	913.3	952.6	973.8	1,049.0	1,098.2
Leavers	329.2	341.1	335.6	359.6	316.5	384.2
Employed	247.7	268.5	269.2	281.4	209.8	249.5
Full-time workers	207.6	223.0	229.7	229.3	149.5	172.2
Part-time workers	40.1	45.5	39.5	52.0	60.3	77.3
Unemployed	59.1	49.7	43.0	52.3	79.5	100.0
Not in labour force	22.4	22.9	23.4	26.0	27.2	34.7
Attended part-time in previous year	821.8	872.4	920.0	943.8	1,023.8	1,081.2
Attending an educational institution in May	379.9	398.0	421.4	412.7	463.2	471.7
Full-time	21.6	20.3	25.0	27.6	29.6	32.8
Part-time	358.3	377.7	396.4	385.1	433.6	438.8
Not attending an educational institution in May	442.0	474.5	498.6	531.1	560.6	609.6
Did not attend an educational institution in previous year	8,629.7	8,736.3	8,884.9	8,987.7	9,050.6	9,022.2
Total	10,652.4	10,863.1	11,093.1	11,265.0	11,439.9	11,585.9

Source: Transition from Education to Work, Australia (6227.0).

**CHART 2.4. PERSONS AGED 15 TO 64 WHO ATTENDED AN EDUCATIONAL INSTITUTION FULL-TIME IN 1991:
SELECTED EDUCATIONAL AND LABOUR FORCE CHARACTERISTICS, AUSTRALIA, MAY 1992**



Source: Transition from Education to Work, Australia (6227.0).

**TABLE 2.9. LEAVERS AGED 15 TO 64 : TYPE OF EDUCATIONAL INSTITUTION ATTENDED FULL TIME
IN PREVIOUS YEAR AND LABOUR FORCE STATUS, AUSTRALIA, MAY 1987 TO MAY 1992**

	1987	1988	1989	1990	1991	1992
— '000 —						
Attended school full-time in previous year	194.5	194.6	198.1	172.9	138.8	149.9
Labour force	181.4	183.2	184.7	162.8	125.6	136.9
Employed	141.1	148.6	158.2	136.2	87.6	86.1
Unemployed	40.3	34.7	26.4	26.7	38.1	50.8
Not in labour force	13.2	11.3	13.5	10.1	13.2	13.0
— per cent —						
Unemployment rate	22.2	18.9	14.3	16.4	30.3	37.1
Participation rate	93.2	94.2	93.2	94.2	90.5	91.3
— '000 —						
Attended tertiary full-time in previous year	134.7	146.5	137.5	186.7	177.7	234.3
Labour force	125.4	134.9	127.5	170.8	163.7	212.7
Employed	106.6	119.9	110.9	145.2	122.2	163.4
Unemployed	18.8	15.0	16.6	25.6	41.4	49.3
Not in the labour force	9.3	11.6	9.9	15.9	14.0	21.6
— per cent —						
Unemployment rate	15.0	11.1	13.0	15.0	25.3	23.2
Participation rate	93.1	92.1	92.8	91.5	92.1	90.8
— '000 —						
All leavers	329.2	341.1	335.6	359.6	316.5	384.2
Labour force	306.8	318.1	312.2	333.7	289.3	349.5
Employed	247.7	268.5	269.2	281.4	209.8	249.5
Unemployed	59.1	49.6	43.0	52.3	79.5	100.0
Not in the labour force	22.4	22.9	23.4	26.0	27.2	34.7
— per cent —						
Unemployment rate	19.3	15.6	13.8	15.7	27.5	28.6
Participation rate	93.2	93.3	93.0	92.8	91.4	91.0

Source: Transition from Education to Work, Australia (6227.0).

**TABLE 2.10. PERSONS AGED 15 TO 24 WHO ATTENDED SCHOOL IN 1991 BUT WERE NOT ATTENDING SCHOOL IN MAY 1992
TYPE OF SCHOOL LAST ATTENDED, LABOUR FORCE STATUS, WHETHER ATTENDING A TERTIARY INSTITUTION
TYPE OF TERTIARY INSTITUTION ATTENDING AND TYPE OF ATTENDANCE; AUSTRALIA, MAY 1992**

Whether attending in May 1992	Type of institution attending in May 1992	Type of attendance in May 1992	Government school	Non-government school	Total(a)	Government school	Non-government school	Total(a)
			—'000—			—per cent—		
EMPLOYED								
Attending	Higher Education(b)		14.8	12.8	28.4	15.9	38.3	21.9
		Full-time	13.0	11.7	25.3	13.9	34.8	19.5
	TAFE		23.7	7.6	31.6	25.4	22.6	24.3
		Full-time	9.0	3.8	12.9	9.6	11.3	9.9
		Part-time	14.8	3.8	18.6	15.8	11.3	14.4
	Total attending tertiary(c)		40.7	22.2	63.9	43.6	66.2	49.2
		Full-time	23.4	16.9	41.1	25.1	50.4	31.7
		Part-time	17.3	5.3	22.8	18.5	15.8	17.5
Not attending			52.7	11.3	66.0	56.4	33.8	50.8
Total			93.4	33.6	129.9	100.0	100.0	100.0
UNEMPLOYED								
Attending	Higher Education(b)		* 1.8	* 1.8	3.6	* 3.3	* 21.4	5.6
		Full-time	* 1.4	* 1.5	* 2.9	* 2.5	* 18.3	* 4.5
	TAFE		9.3	* 1.5	11.1	17.2	* 18.4	17.3
		Full-time	5.6	* 0.8	6.8	10.4	* 10.2	10.6
		Part-time	3.6	* 0.7	4.3	6.7	* 8.3	6.8
	Total attending tertiary(c)		13.1	3.5	16.9	24.2	41.7	26.3
		Full-time	8.6	* 2.4	11.2	15.8	* 28.5	17.5
		Part-time	4.5	* 1.1	5.6	8.4	* 13.2	8.8
Not attending			41.1	4.8	47.2	75.8	58.3	73.7
Total			54.2	8.3	64.1	100.0	100.0	100.0
NOT IN THE LABOUR FORCE								
Attending	Higher Education(b)		26.0	15.7	43.6	47.0	66.3	53.4
		Full-time	26.0	15.4	43.3	47.0	65.2	53.1
	TAFE		16.0	5.2	21.6	29.0	21.8	26.5
		Full-time	15.0	4.9	20.3	27.1	20.7	24.9
		Part-time	* 1.1	* 0.3	* 1.3	* 1.9	* 1.2	* 1.6
	Total attending tertiary(c)		46.0	22.1	70.5	83.2	93.7	86.3
		Full-time	44.0	21.6	67.9	79.5	91.4	83.2
		Part-time	* 2.1	* 0.5	* 2.6	* 3.7	* 2.3	* 3.2
Not attending			9.3	* 1.5	11.2	16.8	* 6.3	13.7
Total			55.3	23.6	81.6	100.0	100.0	100.0
ALL PERSONS								
Attending	Higher Education(b)		42.6	30.3	75.6	21.0	46.2	27.4
		Full-time	40.4	28.6	71.5	19.9	43.7	25.9
	TAFE		49.1	14.3	64.3	24.2	21.8	23.3
		Full-time	29.6	9.5	40.0	14.6	14.5	14.5
		Part-time	19.5	4.7	24.3	9.6	7.2	8.8
	Total attending tertiary(c)		99.8	47.8	151.2	49.2	73.0	54.9
		Full-time	76.0	40.9	120.2	37.5	62.4	43.6
		Part-time	23.9	6.9	31.0	11.8	10.6	11.2
Not attending			103.0	17.7	124.4	50.8	27.0	45.1
Total			202.8	65.5	275.6	100.0	100.0	100.0

(a) Includes a small number of persons who were not asked the type of school they last attended. (b) Includes persons attending part-time. (c) Includes persons attending other tertiary institutions.

Source: *Transition from Education to Work, Australia (6227.0)*

Educational Attainment

In February 1992 there were an estimated 8,557,200 persons aged 15 to 69 in the labour force, of whom 4,174,800 (49%) had post-school qualifications, 4,196,000 (49%) were without post-school qualifications and 186,400 (2.2%) were still at school. Persons in the labour force with a post-school qualification comprised 1,772,100 (42%) with a certificate or diploma, 1,359,400 (33%) with a trade qualification, 1,010,000 (24%) with a degree and the remaining 33,300 with other post-school qualifications.

TABLE 2.11 PERSONS AGED 15 TO 69: LABOUR FORCE STATUS AND EDUCATIONAL ATTAINMENT
AUSTRALIA, FEBRUARY 1992

Educational attainment	Employed			Unem- ployed	Labour force	Not in labour force	Total	Unem- ployment rate	Partici- pation rate
	Full time	Part time	Total						
				- '000-					
	-per cent-								
MALES									
With post-school qualifications	2,190.3	148.1	2,338.4	199.8	2,538.2	330.5	2,868.8	7.9	88.5
Degree	538.5	38.8	577.3	32.2	609.5	47.9	657.4	5.3	92.7
Trade qualification	1,085.9	62.3	1,148.2	108.7	1,256.9	192.9	1,449.8	8.6	86.7
Certificate or diploma	548.5	45.4	593.9	56.5	650.4	85.5	735.9	8.7	88.4
Other	17.4	*1.7	19.0	*2.5	21.5	4.2	25.7	*11.5	83.6
Without post-school qualifications(a)	1,793.7	198.8	1,992.5	364.1	2,356.6	588.5	2,945.1	15.4	80.0
Attended highest level of secondary school available	507.9	99.5	607.3	102.9	710.2	150.1	860.3	14.5	82.5
Did not attend highest level of secondary school available	1,274.4	96.9	1,371.3	257.3	1,628.5	427.8	2,056.4	15.8	79.2
Left at age-									
18 and over	26.6	*3.1	29.7	7.7	37.4	6.8	44.2	20.6	84.6
16 or 17	513.4	36.1	549.4	91.9	641.4	66.1	707.4	14.3	90.7
14 or 15	637.2	49.5	686.8	136.3	823.0	262.2	1,085.3	16.6	75.8
13 and under	97.2	8.2	105.4	21.3	126.7	92.7	219.4	16.8	57.7
Never attended school	5.4	*1.4	6.8	*1.7	8.5	8.0	16.5	*20.3	51.7
Still at school	*0.8	63.2	64.0	23.7	87.7	212.1	299.8	27.0	29.3
Total	3,984.9	410.1	4,395.0	587.6	4,982.5	1,131.1	6,113.6	11.8	81.5
FEMALES									
With post-school qualifications	970.2	521.6	1,491.8	144.8	1,636.6	571.2	2,207.8	8.8	74.1
Degree	275.0	98.2	373.2	27.3	400.5	81.6	482.1	6.8	83.1
Trade qualification	54.9	37.8	92.6	9.9	102.5	67.9	170.5	9.7	60.2
Certificate or diploma	635.1	381.2	1,016.3	105.5	1,121.8	415.1	1,536.9	9.4	73.0
Other	5.3	4.4	9.7	*2.1	11.8	6.5	18.3	*18.1	64.4
Without post-school qualifications(a)	917.8	689.1	1,606.9	232.5	1,839.4	1,700.7	3,540.1	12.6	52.0
Attended highest level of secondary school available	295.8	199.4	495.2	78.6	573.7	274.7	848.4	13.7	67.6
Did not attend highest level of secondary school available	614.7	485.9	1,100.6	151.8	1,252.4	1,402.5	2,654.9	12.1	47.2
Left at age-									
18 and over	12.2	5.7	17.9	*2.2	20.1	18.8	38.9	*11.1	51.7
16 or 17	263.6	188.2	451.8	62.6	514.4	347.6	862.0	12.2	59.7
14 or 15	306.7	268.4	575.1	75.7	650.8	849.9	1,500.7	11.6	43.4
13 and under	32.3	23.6	55.8	11.3	67.1	186.2	253.3	16.8	26.5
Never attended school	*3.4	*1.4	4.8	*0.7	5.5	19.3	24.7	*12.9	22.1
Still at school	*0.8	76.6	77.4	21.3	98.7	195.0	293.7	21.5	33.6
Total	1,888.8	1,287.3	3,176.1	398.5	3,574.7	2,466.9	6,041.6	11.1	59.2
ALL PERSONS									
With post-school qualifications	3,160.5	669.6	3,830.2	344.6	4,174.8	901.8	5,076.5	8.3	82.2
Degree	813.5	137.0	950.5	59.4	1,010.0	129.5	1,139.5	5.9	88.6
Trade qualification	1,140.8	100.0	1,240.8	118.6	1,359.4	260.8	1,620.2	8.7	83.9
Certificate or diploma	1,183.6	426.6	1,610.2	161.9	1,772.1	500.7	2,272.8	9.1	78.0
Other	22.6	6.0	28.7	4.6	33.3	10.8	44.0	13.9	75.6
Without post-school qualifications(a)	2,711.5	887.9	3,599.5	596.6	4,196.0	2,289.2	6,485.2	14.2	64.7
Attended highest level of secondary school available	803.7	298.8	1,102.5	181.4	1,283.9	424.8	1,708.7	14.1	75.1
Did not attend highest level of secondary school available	1,889.1	582.8	2,471.9	409.1	2,881.0	1,830.4	4,711.3	14.2	61.1
Left at age-									
18 and over	38.8	8.8	47.6	9.9	57.5	25.6	83.1	17.3	69.2
16 or 17	777.0	224.3	1,001.3	154.5	1,155.8	413.6	1,569.4	13.4	73.6
14 or 15	943.9	318.0	1,261.9	212.0	1,473.9	1,112.1	2,586.0	14.4	57.0
13 and under	129.5	31.7	161.2	32.6	193.8	279.0	472.8	16.8	41.0
Never attended school	8.8	*2.8	11.6	*2.4	14.0	27.3	41.3	*17.4	33.9
Still at school	*1.6	139.8	141.5	44.9	186.4	407.1	593.4	24.1	31.4
Total	5,873.7	1,697.4	7,571.1	986.1	8,557.2	3,598.0	12,155.2	11.5	70.4

(a) Includes persons for whom secondary qualifications could not be determined.

Source: Labour Force Status and Educational Attainment, Australia (6235.0).

Families

In June 1992, 80 per cent of *married-couple families* had at least one partner in the labour force, 55 per cent of *one-parent families* had the parent in the labour force while 43 per cent of family heads of *other families* were in the labour force.

Of the 76 per cent of *married-couple families* where at least one partner was employed, 30 per cent had both partners employed full time. Of those *married-couple families* with both partners employed, 59 per cent had dependents present. About 29 per cent of *married-couple families* had only one partner employed. In 87 per cent of these families the employed person was the husband.

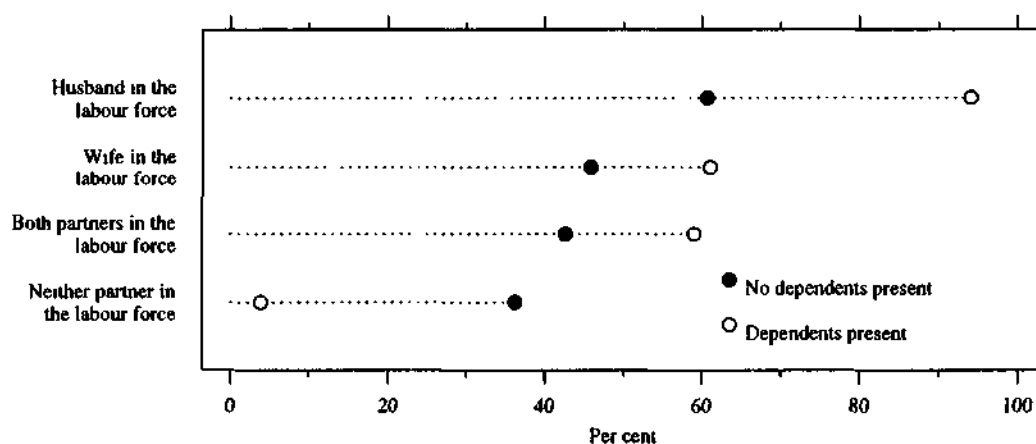
Eight per cent of *married-couple families* had at least one partner unemployed. Of these families 44 per cent had one partner employed, and of these 77 per cent were employed full time.

In 46 per cent of *one-parent families*, the parent was employed. Eighty-eight per cent of *one-parent families* had a female parent while 12 per cent had a male parent. Sixty-eight per cent of male parents of *one-parent families* were employed, compared with 43 per cent of female parents of *one-parent families*. The percentage of *one-parent families* with the parent employed was greater where the parent was a male irrespective of the age of youngest dependent.

Of the 9 per cent of parents of *one-parent families* who were unemployed, 90 per cent were females.

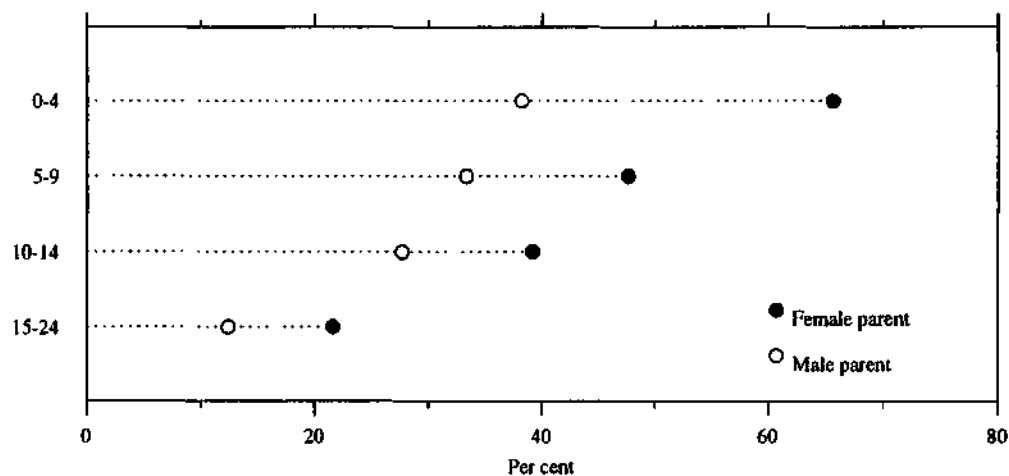
For *other families*, 38 per cent of family heads were employed and only 5 per cent were unemployed.

CHART 2.5. PERCENTAGE OF MARRIED-COUPLE FAMILIES (WITH OR WITHOUT DEPENDENTS PRESENT) BY LABOUR FORCE STATUS OF HUSBAND AND WIFE, AUSTRALIA, JUNE 1992



Source: Labour Force Status and Other Characteristics of Families, Australia (6224 0)

CHART 2.6. PERCENTAGE OF ONE-PARENT FAMILIES WITH THE PARENT NOT IN THE LABOUR FORCE, BY AGE OF YOUNGEST DEPENDENT, AUSTRALIA, JUNE 1992



Source: Labour Force Status and Other Characteristics of Families, Australia (6224 0)

TABLE 2.12. FAMILY STATUS AND LABOUR FORCE STATUS OF PERSONS AGED 15 AND OVER(a)
AUSTRALIA, JUNE 1992

	<u>Employed</u>		<u>Total</u>	<u>Unemployed</u> <u>Looking for full-time work</u>		<u>Labour force</u>	<u>Not in labour force</u>	<u>Civilian population aged 15 and over</u>	<u>Unemployment rate</u> <u>—per cent—</u>	<u>Participation rate</u> <u>—per cent—</u>
	<u>Full-time workers</u>	<u>Part-time workers</u>		<u>Total</u> <u>—'000—</u>	<u>Total</u> <u>—'000—</u>					
MALES										
Member of a family	3,302.2	381.1	3,683.3	401.7	434.7	4,117.9	1,291.2	5,409.1	10.6	76.1
Husband	2,678.4	184.6	2,863.0	229.5	234.9	3,097.9	866.0	3,963.9	7.6	78.2
With dependents present	1,693.8	84.2	1,778.0	149.4	151.6	1,929.5	119.7	2,049.2	7.9	94.2
Without dependents present	984.7	100.4	1,085.0	80.1	83.3	1,168.4	746.4	1,914.8	7.1	61.0
Sole parent	29.4	3.9	33.3	* 3.3	3.8	37.1	12.1	49.2	10.3	75.5
Other family head	42.1	4.6	46.7	5.3	5.9	52.6	30.3	82.9	11.2	63.4
Full-time student aged 15-24(b)	5.9	117.6	123.5	7.8	29.5	153.0	287.8	440.8	19.3	34.7
Other child(c) of married couple or family head	496.4	65.1	561.5	141.9	146.5	708.0	63.6	771.6	20.7	91.8
Other relative of married couple or family head	49.9	5.3	55.3	13.9	14.0	69.3	31.3	100.6	20.2	68.9
Not a member of a family	540.6	68.8	609.4	87.2	94.0	703.4	271.8	975.2	13.4	72.1
Living alone	255.2	34.0	289.2	36.4	39.9	329.1	193.2	522.3	12.1	63.0
Not living alone	285.4	34.8	320.2	50.8	54.1	374.3	78.6	452.9	14.5	82.6
Total	3,842.8	449.9	4,292.7	488.9	528.7	4,821.4	1,563.0	6,384.3	11.0	75.5
FEMALES										
Member of a family	1,433.8	1,246.0	2,679.8	200.3	285.2	2,964.9	2,483.0	5,447.9	9.6	54.4
Wife	985.7	934.9	1,920.6	92.1	135.2	2,055.8	1,783.1	3,838.9	6.6	53.6
With dependents present	464.5	649.0	1,113.5	52.2	86.9	1,200.4	763.2	1,963.6	7.2	61.1
Without dependents present	521.2	285.9	807.1	39.9	48.3	855.4	1,019.9	1,875.3	5.6	45.6
Sole parent	84.3	71.6	155.9	22.8	33.7	189.6	174.7	364.3	17.8	52.0
Other family head	45.5	17.4	63.0	6.4	8.3	71.2	134.9	206.1	11.6	34.6
Full-time student aged 15-24(b)	* 1.8	151.6	153.3	4.8	31.4	184.7	262.7	447.3	17.0	41.3
Other child(c) of married couple or family head	290.7	65.3	356.0	68.1	70.2	426.2	42.2	468.4	16.5	91.0
Other relative of married couple or family head	25.7	5.2	31.0	6.1	6.4	37.3	85.4	122.8	17.0	30.4
Not a member of a family	336.1	95.2	431.3	46.0	53.1	484.4	552.6	1,037.0	11.0	46.7
Living alone	160.3	38.7	199.0	15.4	18.3	217.4	482.1	699.5	8.4	31.1
Not living alone	175.8	56.5	232.3	30.6	34.7	267.0	70.5	337.5	13.0	79.1
Total	1,769.9	1,341.2	3,111.1	246.4	338.2	3,449.3	3,035.6	6,484.9	9.8	53.2
PERSONS										
Member of a family	4,736.0	1,627.1	6,363.1	602.0	719.8	7,082.9	3,774.1	10,857.0	10.2	65.2
Husband or wife	3,664.2	1,119.4	4,783.6	321.7	370.1	5,153.7	2,649.1	7,802.9	7.2	66.0
With dependents present	2,158.2	733.2	2,891.5	201.7	238.5	3,129.9	882.8	4,012.8	7.6	78.0
Without dependents present	1,505.9	386.2	1,892.1	120.0	131.6	2,023.8	1,766.3	3,790.1	6.5	53.4
Sole parent	113.7	75.5	189.2	26.1	37.5	226.7	186.8	413.5	16.6	54.8
Other family head	87.6	22.0	109.7	11.7	14.2	123.9	165.2	289.1	11.5	42.8
Full-time student aged 15-24(b)	7.7	269.1	276.8	12.6	60.9	337.7	550.5	888.2	18.0	38.0
Other child(c) of married couple or family head	787.2	130.4	917.5	209.9	216.7	1,134.3	105.8	1,240.0	19.1	91.5
Other relative of married couple or family head	75.6	10.6	86.2	20.0	20.4	106.6	116.7	223.4	19.1	47.7
Not a member of a family	876.8	163.9	1,040.7	133.2	147.1	1,187.8	824.4	2,012.2	12.4	59.0
Living alone	415.6	72.7	488.3	51.8	58.2	546.5	675.3	1,221.8	10.7	44.7
Not living alone	461.2	91.2	552.5	81.4	88.9	641.3	149.1	790.4	13.9	81.1
Total	5,612.7	1,791.0	7,403.8	735.3	866.9	8,270.7	4,598.5	12,869.2	10.5	64.3

(a) Civilians who were residents of households where family status was determined. (b) Excludes persons aged 20-24 attending school. Also excludes full-time students aged 15-24 who are classified as husbands, wives, sole parents or other family heads. (c) Aged 15 and over.

Source: Labour Force Status and Other Characteristics of Families, Australia (6224.0).

TABLE 2.13. FAMILY STATUS OF EMPLOYED PERSONS: FULL-TIME AND PART-TIME WORKERS(a)
AUSTRALIA, JUNE 1992

	Full-time workers	Part-time workers				Total workers	Average weekly hours worked		
		Weekly hours worked			Full-time workers		Part-time workers	Total	
		0(b)	1-14	15-34 -- '000 --					
MALES									
Member of a family	3,302.2	21.1	186.6	173.4	381.1	3,683.3	41.5	14.1	38.7
Husband	2,678.4	13.1	62.1	109.4	184.6	2,863.0	42.2	16.5	40.6
With dependents present	1,693.8	6.0	24.4	53.8	84.2	1,778.0	42.7	17.2	41.5
Without dependents present	984.7	7.1	37.7	55.6	100.4	1,085.0	41.4	15.9	39.0
Sole parent	29.4	* 0.1	* 1.6	* 2.2	3.9	33.3	41.5	14.5	38.3
Other family head	42.1	* 0.1	* 1.9	* 2.6	4.6	46.7	39.6	17.3	37.4
Full-time student aged 15-24(c)	5.9	4.8	95.6	17.2	117.6	123.5	25.1	8.3	9.1
Other child(d) of married couple or family head	496.4	* 2.8	24.3	38.0	65.1	561.5	38.5	17.0	36.0
Other relative of married couple or family head	49.9	* 0.1	* 1.2	4.0	5.3	55.3	38.1	20.9	36.4
Not a member of a family	540.6	* 2.5	25.5	40.7	68.8	609.4	40.3	16.8	37.6
Living alone	255.2	* 1.4	11.7	20.9	34.0	289.2	41.7	17.0	38.8
Not living alone	285.4	* 1.1	13.9	19.8	34.8	320.2	39.1	16.6	36.6
Total	3,842.8	23.6	212.1	214.1	449.9	4,292.7	41.4	14.5	38.5
FEMALES									
Member of a family	1,433.8	61.5	535.9	648.6	1,246.0	2,679.8	37.2	15.0	26.9
Wife	985.7	50.2	349.7	535.0	934.9	1,920.6	37.7	15.8	27.1
With dependents present	464.5	33.9	250.0	365.2	649.0	1,113.5	37.8	15.5	24.8
Without dependents present	521.2	16.4	99.7	169.8	285.9	807.1	37.7	16.6	30.2
Sole parent	84.3	* 3.2	31.2	37.2	71.6	155.9	36.8	15.2	26.9
Other family head	45.5	* 0.9	6.5	10.0	17.4	63.0	36.2	16.0	30.6
Full-time student aged 15-24(c)	* 1.8	6.7	125.4	19.5	151.6	153.3	32.1	8.2	8.5
Other child(d) of married couple or family head	290.7	* 0.4	21.6	43.3	65.3	356.0	35.9	18.2	32.7
Other relative of married couple or family head	25.7	* 0.1	* 1.5	3.6	5.2	31.0	35.9	17.8	32.9
Not a member of a family	336.1	7.8	38.1	49.3	95.2	431.3	37.2	15.5	32.4
Living alone	160.3	* 3.1	15.2	20.4	38.7	199.0	37.4	15.6	33.2
Not living alone	175.8	4.7	23.0	28.8	56.5	232.3	36.9	15.4	31.7
Total	1,769.9	69.2	574.1	697.9	1,341.2	3,111.1	37.2	15.1	27.7
PERSONS									
Member of a family	4,736.0	82.6	722.5	822.0	1,627.1	6,363.1	40.2	14.8	33.7
Husband or wife	3,664.2	63.3	411.8	644.4	1,119.4	4,783.6	41.0	16.0	35.2
With dependents present	2,158.2	39.9	274.4	419.0	733.2	2,891.5	41.7	15.7	35.1
Without dependents present	1,505.9	23.4	137.4	225.4	386.2	1,892.1	40.1	16.4	35.2
Sole parent	113.7	* 3.3	32.8	39.4	75.5	189.2	38.0	15.2	28.9
Other family head	87.6	* 1.0	8.4	12.6	22.0	109.7	37.8	16.3	33.5
Full-time student aged 15-24(c)	7.7	11.5	221.0	36.6	269.1	276.8	26.7	8.3	8.8
Other child(d) of married couple or family head	787.2	* 3.2	45.9	81.3	130.4	917.5	37.5	17.6	34.7
Other relative of married couple or family head	75.6	* 0.3	* 2.6	7.7	10.6	86.2	37.3	19.3	35.1
Not a member of a family	876.8	10.3	63.7	90.0	163.9	1,040.7	39.1	16.0	35.5
Living alone	415.6	4.5	26.9	41.4	72.7	488.3	40.0	16.2	36.5
Not living alone	461.2	5.8	36.8	48.6	91.2	552.5	38.2	15.9	34.6
Total	5,612.7	92.9	786.2	912.0	1,791.0	7,403.8	40.0	14.9	34.0

(a) Civilians who were residents of households where family status was determined. (b) Persons who had a job in which they usually worked part time, i.e. less than 35 hours per week, but were not at work during the reference week. (c) Excludes persons aged 20-24 attending school. Also excludes full-time students aged 15-24 who are classified as husbands, wives, sole parents or other family heads. (d) Aged 15 and over.

Source: Labour Force Status and Other Characteristics of Families, Australia (6224.0).

TABLE 2.14. ALL FAMILIES: TYPE OF FAMILY, NUMBER OF DEPENDENTS PRESENT, AND NUMBER OF FAMILY MEMBERS EMPLOYED(a), AUSTRALIA, AUGUST 1991 AND JUNE 1992
(*000 families)

Number of dependents present	None employed		One employed		Two or more employed		Total	
	June 1991	June 1992	June 1991	June 1992	June 1991	June 1992	June 1991	June 1992
MARRIED-COUPLE FAMILIES								
None	647.9	665.3	361.5	367.8	874.0	857.1	1,883.5	1,890.2
One or more	136.6	173.4	669.7	647.1	1,159.3	1,171.8	1,965.6	1,992.3
One	46.4	57.1	198.1	186.6	383.6	401.8	628.2	645.4
Two	49.2	65.4	287.3	266.2	524.1	505.0	860.6	836.6
Three	24.1	30.8	133.6	135.4	193.1	200.3	350.8	366.6
Four or more	16.9	20.0	50.7	58.9	58.5	64.7	126.1	143.6
Total	784.6	838.7	1,031.3	1,014.9	2,033.3	2,028.9	3,849.2	3,882.5
ONE-PARENT FAMILIES WITH A MALE PARENT								
One	7.3	10.3	15.9	16.8	4.8	6.0	27.9	33.0
Two	4.5	* 3.2	9.6	5.6	* 2.0	* 1.3	16.2	10.1
Three or more	* 1.7	* 1.5	* 2.2	* 3.1	* 0.3	* 0.8	4.2	5.4
Total	13.5	14.9	27.7	25.5	7.1	8.1	48.3	48.5
ONE-PARENT FAMILIES WITH A FEMALE PARENT								
One	90.5	91.2	70.7	72.2	20.5	20.9	181.8	184.2
Two	48.3	58.2	42.0	43.6	11.6	14.6	101.9	116.3
Three	22.3	25.1	11.7	14.9	* 3.0	* 3.0	37.0	43.1
Four or more	9.0	13.9	4.5	5.2	* 0.9	* 0.9	14.4	20.0
Total	170.1	188.3	129.0	135.9	36.1	39.4	335.2	363.6
ONE-PARENT FAMILIES: TOTAL								
One	97.8	101.4	86.6	89.0	25.3	26.8	209.7	217.2
Two	52.8	61.3	51.6	49.2	13.6	15.9	118.1	126.4
Three	23.7	26.6	13.6	17.8	* 3.3	3.6	40.6	48.0
Four or more	9.3	13.9	4.9	5.4	* 0.9	* 1.2	15.1	20.5
Total	183.6	203.2	156.7	161.4	43.2	47.5	383.5	412.1
OTHER FAMILIES								
None	57.2	74.5	107.5	101.1	91.1	101.5	255.7	277.1
One or more	5.3	7.1	5.8	5.0	* 2.5	* 2.9	13.6	15.1
Total	62.5	81.6	113.3	106.2	93.6	104.4	269.4	292.2
ALL FAMILIES								
None	705.1	739.8	469.0	469.0	965.1	958.6	2,139.3	2,167.3
One or more	325.5	383.7	832.3	813.4	1,204.9	1,222.3	2,362.7	2,419.4
One	149.1	165.0	289.5	280.1	411.3	431.4	849.8	876.4
Two	102.5	127.4	339.7	315.7	537.8	521.0	980.1	964.1
Three	47.8	57.5	147.2	153.4	196.4	204.0	391.4	414.8
Four or more	26.2	33.9	55.9	64.3	59.4	65.9	141.4	164.1
Total	1,030.6	1,123.5	1,301.3	1,282.4	2,170.1	2,180.8	4,502.0	4,586.8

(a) Labour force status refers to persons aged 15 and over only.

Source: Labour Force Status and Other Characteristics of Families, Australia (6224.0).

TABLE 2.15. ONE-PARENT FAMILIES: LABOUR FORCE STATUS OF PARENT AND AGE OF YOUNGEST DEPENDENT PRESENT AUSTRALIA, JUNE 1992
(*000 families)

Age of youngest dependent —	Parent employed			Parent unemployed	Parent in the labour force	Parent not in the labour force	Total
	Full time	Part time	Total				
0-4	15.9	20.2	36.2	11.6	47.8	87.0	134.7
5-9	23.6	22.6	46.2	9.6	55.8	48.1	104.0
10-14	35.0	19.6	54.6	7.3	61.8	36.6	98.5
15-24	38.4	13.0	51.4	8.9	60.3	14.6	74.9
Total	112.9	75.4	188.3	37.4	225.7	186.3	412.1

Source: Labour Force Status and Other Characteristics of Families, Australia (6224.0).

TABLE 2.16: MARRIED-COUPLE FAMILIES: LABOUR FORCE STATUS OF HUSBAND AND WIFE
AND AGE OF YOUNGEST DEPENDENT PRESENT, AUSTRALIA, JUNE 1992
(*000 families)

	Wife employed			Wife unemp- loyed	Wife in the labour force	Wife not in the labour force	Total
	Full time	Part time	Total				
HUSBAND EMPLOYED FULL TIME							
Families with dependents present	417.3	598.7	1,015.9	56.1	1,072.1	574.7	1,646.8
Age of youngest dependent —							
0-4	102.5	225.0	327.5	23.9	351.4	330.5	681.8
5-9	106.8	160.3	267.1	18.1	285.2	114.9	400.0
10-14	119.4	131.8	251.2	9.4	260.6	79.0	339.6
15-24	88.6	81.6	170.2	4.8	175.0	50.4	225.4
Families without dependents present	463.9	225.2	689.2	24.9	714.1	252.3	966.4
Total	881.2	823.9	1,705.1	81.0	1,786.2	827.0	2,613.2
HUSBAND EMPLOYED: TOTAL							
Families with dependents present	435.5	626.3	1,061.8	61.0	1,122.9	605.8	1,728.7
Age of youngest dependent —							
0-4	109.4	236.1	345.5	25.9	371.4	347.8	719.2
5-9	110.5	167.1	277.5	19.8	297.4	119.6	417.0
10-14	123.4	137.6	261.0	10.2	271.2	83.9	355.1
15-24	92.2	85.5	177.7	5.1	182.9	54.6	237.4
Families without dependents present	485.1	255.0	740.0	27.0	767.0	298.4	1,065.4
Total	920.5	881.3	1,801.9	88.0	1,889.9	904.2	2,794.1
HUSBAND UNEMPLOYED							
Families with dependents present	14.5	17.3	31.9	23.4	55.3	91.7	147.0
Age of youngest dependent —							
0-4	4.1	8.5	12.6	10.1	22.7	59.3	81.9
5-9	4.1	3.7	7.7	7.1	14.8	14.9	29.7
10-14	4.2	3.6	7.9	4.2	12.1	12.2	24.2
15-24	* 2.1	* 1.6	3.7	* 2.1	5.7	5.4	11.1
Families without dependents present	15.3	8.4	23.7	17.8	41.5	40.4	81.9
Total	29.9	25.7	55.5	41.2	96.8	132.1	228.9
HUSBAND IN THE LABOUR FORCE							
Families with dependents present	450.0	643.7	1,093.7	84.4	1,178.2	697.5	1,875.7
Age of youngest dependent —							
0-4	113.6	244.6	358.1	36.0	394.1	407.0	801.1
5-9	114.5	170.8	285.3	26.9	312.2	134.5	446.7
10-14	127.6	141.3	268.9	14.4	283.3	96.1	379.3
15-24	94.3	87.1	181.4	7.2	188.6	60.0	248.6
Families without dependents present	500.4	263.3	763.7	44.8	808.5	338.8	1,147.3
Total	950.4	907.0	1,857.4	129.2	1,986.7	1,036.3	3,023.0
HUSBAND NOT IN THE LABOUR FORCE							
Families with dependents present	20.7	14.4	35.1	3.9	39.0	77.6	116.6
Age of youngest dependent —							
0-4	6.2	* 3.1	9.3	* 1.5	10.8	24.0	34.8
5-9	* 2.4	4.0	6.4	* 1.1	7.5	14.6	22.1
10-14	4.9	* 2.3	7.2	* 1.0	8.2	18.1	26.3
15-24	7.1	5.1	12.2	* 0.2	12.4	21.0	33.4
Families without dependents present	28.9	25.4	54.4	3.9	58.2	684.7	742.9
Total	49.7	39.8	89.5	7.8	97.3	762.3	859.5
TOTAL							
Families with dependents present	470.8	658.1	1,128.8	88.3	1,217.2	775.1	1,992.3
Age of youngest dependent —							
0-4	119.8	247.6	367.4	37.5	404.9	431.0	835.9
5-9	117.0	174.7	291.7	28.0	319.7	149.1	468.8
10-14	132.6	143.6	276.1	15.4	291.5	114.1	405.6
15-24	101.4	92.2	193.6	7.5	201.0	80.9	281.9
Families without dependents present	529.3	288.8	818.1	48.7	866.7	1,023.5	1,890.2
Total	1,000.1	946.8	1,946.9	137.0	2,083.9	1,798.6	3,882.5

Source: Labour Force Status and Other Characteristics of Families, Australia (6224 0)

Persons Who Had Re-entered the Labour Force

In the following tables, persons who had re-entered the labour force are those who

- (i) were in the labour force at May 1990;
- (ii) had a period not in the labour force of at least twelve months' duration that finished within the last twelve months and;
- (iii) had worked continuously for at least twelve months at some earlier time.

An estimated 2 per cent of persons in the labour force at May 1990 had re-entered the labour force within the last twelve months.

Females accounted for 85 per cent of re-entrants.

Of the total number of persons who had re-entered the labour force, 89,800 females (65% of all re-entrants) were working at May 1990 and a further 27,400 females (20% of all re-entrants) were looking for work.

**TABLE 2.17. PERSONS WHO HAD RE-ENTERED THE LABOUR FORCE : AGE, BIRTHPLACE AND PERIOD OF ARRIVAL
SELECTED DETAILS OF PREVIOUS JOB AND WHETHER WORKING OR LOOKING FOR WORK
AUSTRALIA, MAY 1990
(*000)**

	Total males	Females		Total	Persons		Total
		Working	Looking for work		Working	Looking for work	
<i>Age—</i>							
15-24	* 3.1	6.2	* 3.4	9.7	8.7	4.0	12.7
25-34	5.9	38.3	11.7	50.0	41.7	14.2	55.9
35-44	4.0	31.7	8.7	40.4	34.9	9.5	44.4
45-54	* 2.7	9.3	* 2.5	11.9	11.4	* 3.1	14.6
55 and over	4.5	4.2	* 1.1	5.3	7.6	* 2.2	9.8
<i>Birthplace and period of arrival—</i>							
Born in Australia	14.9	70.1	19.3	89.4	80.6	23.8	104.3
Born outside Australia	5.2	19.7	8.1	27.8	23.8	9.2	33.0
Arrived before 1971	* 3.3	7.3	* 3.0	10.3	10.2	* 3.4	13.6
Arrived 1971-1980	* 0.8	6.7	* 2.1	8.8	7.0	* 2.6	9.6
Arrived 1981-1990	* 1.1	5.7	* 3.0	8.7	6.6	* 3.2	9.8
Main English speaking countries(a)	* 2.6	10.9	* 3.4	14.3	13.3	3.5	16.9
Other countries	* 2.6	8.8	4.7	13.5	10.5	5.7	16.2
<i>Full-time or part-time worker in previous job—</i>							
Previous job less than 20 years ago	20.2	84.8	25.8	110.6	99.4	31.4	130.7
Full-time	18.1	66.3	21.8	88.1	79.0	27.2	106.2
Part-time	* 1.8	16.7	3.9	20.6	18.3	4.1	22.4
Varied/did not know	* 0.3	* 1.8	* 0.1	* 1.9	* 2.1	* 0.1	* 2.1
Previous job 20 or more years ago	* 0.0	5.0	* 1.7	6.6	5.0	* 1.7	6.6
<i>Time in previous job—</i>							
Previous job less than 20 years ago	20.2	84.8	25.8	110.6	99.4	31.4	130.7
1-2 years	6.9	34.9	11.9	46.8	39.3	14.3	53.7
3-9 years	6.9	43.4	11.1	54.4	48.6	12.7	61.3
3-4 years	* 3.2	23.3	5.6	28.9	25.4	6.7	32.1
5-9 years	3.7	20.1	5.5	25.6	23.2	6.1	29.3
10 years or more	6.4	6.5	* 2.9	9.3	11.5	4.3	15.7
10-19 years	* 2.7	6.0	* 2.2	8.2	8.2	* 2.7	10.9
20 years or more	3.7	* 0.5	* 0.6	* 1.1	* 3.2	* 1.6	4.8
Previous job 20 or more years ago	* 0.0	5.0	* 1.7	6.6	5.0	* 1.7	6.6
<i>Time since previous job—</i>							
1-2 years	8.6	23.7	6.4	30.2	30.2	8.6	38.8
3-9 years	9.8	41.2	12.5	53.7	48.2	15.4	63.5
3-4 years	5.5	17.7	7.0	24.7	21.5	8.7	30.2
5-9 years	4.4	23.5	5.5	29.0	26.6	6.7	33.4
10 years or more	* 1.7	24.8	8.5	33.3	26.0	9.1	35.0
10-19 years	* 1.7	19.9	6.8	26.7	21.0	7.4	28.4
20 years or more	* 0.0	5.0	* 1.7	6.6	5.0	* 1.7	6.6
Total	20.2	89.8	27.4	117.2	104.3	33.0	137.4

(a) Comprises United Kingdom, Ireland, Canada, South Africa, USA and New Zealand.

Source: Persons Who Had Re-entered the Labour Force, Australia (6264.0).

TABLE 2.18. PERSONS WHO HAD RE-ENTERED THE LABOUR FORCE : JOB SEARCH EXPERIENCE AND OTHER RELATED CHARACTERISTICS AND WHETHER WORKING OR LOOKING FOR WORK, AUSTRALIA, MAY 1990
(*000)

	Total males	Females		Total	Persons		Total
		Working	Looking for work		Working	Looking for work	
<i>Main reason for wanting to work again—</i>							
Completed studies	* 2.4	* 2.2	* 0.0	* 2.2	4.2	* 0.4	4.6
Financial reasons	10.2	48.2	20.9	69.2	55.3	24.1	79.4
Returned after own illness or injury	* 3.0	* 0.9	* 0.0	* 0.9	* 2.5	* 1.4	3.9
Children gone to school/no longer needed to look after children	* 0.0	6.3	* 2.3	8.7	6.3	* 2.3	8.7
Boredom/needed another interest	* 1.2	13.6	3.5	17.1	14.3	4.0	18.3
To help in family business/bought business	* 0.1	11.0	* 0.2	11.3	11.2	* 0.2	11.4
Other	* 3.2	7.5	* 0.4	7.9	10.5	* 0.6	11.1
<i>Time spent not in the labour force since previous job—</i>							
Under 12 months	* 1.3	5.1	* 1.1	6.2	6.4	* 1.1	7.5
1-2 years	10.4	30.0	8.9	38.9	37.0	12.3	49.3
3-9 years	7.9	33.8	11.2	44.9	39.8	13.0	52.8
3-4 years	5.8	15.9	6.1	21.9	20.0	7.8	27.7
5-9 years	* 2.1	17.9	5.1	23.0	19.8	5.3	25.1
10 years or more	* 0.6	20.9	6.3	27.2	21.1	6.6	27.8
10-19 years	* 0.6	16.8	5.0	21.8	17.1	5.3	22.4
20 years or more	* 0.0	4.0	* 1.3	5.4	4.0	* 1.3	5.4
<i>Active steps taken to find work during the last twelve months—</i>							
Had looked for work	15.1	48.2	27.4	75.6	57.7	33.0	90.7
Registered with CES	7.3	10.7	10.6	21.2	15.0	13.5	28.5
Took no other active steps	* 0.1	* 0.3	* 0.0	* 0.3	* 0.4	* 0.0	* 0.4
Contacted prospective employers	6.1	9.6	9.1	18.7	13.1	11.8	24.9
Took other active steps	* 1.0	* 0.8	* 1.4	* 2.2	* 1.6	* 1.7	* 3.3
Not registered with CES	7.8	37.5	16.9	54.4	42.7	19.5	62.2
Took only inactive steps	* 0.5	* 1.8	* 2.1	3.9	* 2.0	* 2.4	4.4
Contacted prospective employers	5.8	29.4	13.0	42.3	33.5	14.6	48.1
Took other active steps	* 1.5	6.3	* 1.8	8.1	7.2	* 2.5	9.7
Had not looked for work	5.1	41.6	* 0.0	41.6	46.7	* 0.0	46.7
<i>Main difficulty in finding work during the last twelve months—</i>							
Had looked for work	15.1	48.2	27.4	75.6	57.7	33.0	90.7
Own ill health or disability	* 3.0	* 0.2	* 1.3	* 1.5	* 1.7	* 2.8	4.5
Considered too young or too old by employers	* 1.6	* 1.1	* 1.9	* 3.0	* 2.3	* 2.3	4.6
Unsuitable hours	* 0.0	* 1.6	* 3.1	4.7	* 1.6	* 3.1	4.7
No vacancies in line of work	* 1.4	* 2.3	* 2.2	4.5	* 3.3	* 2.7	5.9
Other difficulties(a)	* 1.8	4.8	10.2	15.0	5.2	11.6	16.8
No difficulties at all	7.2	38.2	8.6	46.8	43.6	10.5	54.1
Had not looked for work	5.1	41.6	* 0.0	41.6	46.7	* 0.0	46.7
Total	20.2	89.8	27.4	117.2	104.3	33.0	137.4

(a) Includes too far to travel/transport problems; language difficulties; difficulties with ethnic background; lacked necessary skills/education; insufficient work experience; and no vacancies at all.

Source: Persons Who Had Re-entered the Labour Force, Australia (6264.0).

Persons Who Have Left the Labour Force

These statistics relate to persons not in the labour force at April 1991 who left the labour force within the previous twelve months. They provide information on their reasons for leaving the labour force, their past labour force experience, whether or not they intended to return to the labour force and their current activities.

In April 1991 there were an estimated 4,844,400 persons who were not in the labour force (36% of the civilian population age 15 and over). Of these persons 565,800 had left the labour force within the previous twelve months. These people account for 6 per cent of the 9,172,600 persons who were in the labour force at some stage during the year ending April 1991. This is similar to the proportion recorded in 1988.

The majority of persons who have left the labour force in the twelve months to April 1991 were female (370,900 or 66%) of whom more than half were in the age group 25 to 44 years.

Of those that had left the labour force in the last twelve months, 341,500 (60%) stated that their last labour force activity was working. Of these 61 per cent were job leavers. The most common reasons people gave for leaving their jobs were 'pregnancy/to have children' (26%), 'retired/did not want to work any longer' (21%) and 'returned to study' (19%). For the people that were job losers, the most common reasons for having lost their jobs were 'job was temporary or seasonal and did not leave to return to studies' (45%) and 'retrenched' (31%).

Among the 565,800 persons who left the labour force in the 12 months to April 1991, there were 224,300 persons whose last labour force activity was looking for work.

The majority of persons who had left the labour force intended to return to the labour force (390,000 or 69%), with 53 per cent of these intending to return in under one year.

Of those who intended to return to the labour force, 61 per cent would prefer to return to part-time work. Of those whose main activity since leaving the labour force was 'attending an educational institution' 87 per cent intended to return to the labour force while of those whose main activity was 'home duties/childcare' 64 per cent intended to return.

There were 106,900 persons who did not intend to return to the labour force. Of the 69,700 females who did not intend to return to the labour force, 83 per cent said that 'home duties/childcare' was their main activity since leaving the labour force.

TABLE 2.19. ALL PERSONS AGED 15 AND OVER: LABOUR FORCE STATUS, WHETHER LEFT THE LABOUR FORCE WITHIN THE LAST TWELVE MONTHS, DURATION OF CONTINUOUS PERIOD IN THE LABOUR FORCE BEFORE LEAVING AND LAST LABOUR FORCE ACTIVITY, AUSTRALIA, NOVEMBER 1985, APRIL 1988 AND APRIL 1991
(*000)

	November 1985		April 1988		April 1991		
	Males	Females	Males	Females	Males	Females	Persons
All persons aged 15 and over	5,926.6	6,112.9	6,237.4	6,428.5	6,640.9	6,810.3	13,451.2
In the labour force	4,496.0	2,894.0	4,743.9	3,252.4	5,008.6	3,598.1	8,606.8
Not in the labour force	1,430.5	3,218.9	1,493.5	3,176.1	1,632.2	3,212.2	4,844.4
Left the labour force within the last twelve months	(a)137.9	(a)323.4	(a)165.5	(a)364.1	194.9	370.9	565.8
Continuous period of less than twelve months in the labour force before leaving	59.9	170.3	83.0	171.6	111.1	210.1	321.2
Last labour force activity—							
Worked	n.a	n.a	47.7	94.4	53.0	102.7	155.7
Looked for work	n.a	n.a	35.3	77.2	58.2	107.4	165.5
Continuous period of at least twelve months in the labour force before leaving	78.0	153.0	80.1	190.8	83.7	160.8	244.6
Last labour force activity—							
Worked	70.4	136.5	56.4	136.7	61.7	124.0	185.7
Looked for work	7.6	16.5	23.7	54.1	22.0	36.7	58.8

(a) Includes persons whose duration of continuous period in the labour force could not be determined.

Source: *Persons Who Have Left The Labour Force, Australia* (6267.0).

**TABLE 2.20. PERSONS WHO HAVE LEFT THE LABOUR FORCE: SELECTED CHARACTERISTICS,
AUSTRALIA, NOVEMBER 1985, APRIL 1988 AND APRIL 1991**
(*000)

	November 1985		April 1988		April 1991		
	Males	Females	Males	Females	Males	Females	Persons
Age group—							
15-24	47.6	83.9	66.8	102.3	88.7	113.1	201.8
25-44	31.0	177.3	38.3	194.5	40.2	192.5	232.7
45-59	21.9	46.2	29.9	56.0	30.7	50.3	81.0
60 and over	37.4	16.0	30.6	11.4	35.3	14.9	50.2
Birthplace—							
Born in Australia	99.7	246.3	122.2	275.9	144.2	291.4	435.6
Born outside Australia	38.2	77.0	43.4	88.2	50.7	79.4	130.2
Main source of income—							
Investments/saving	26.2	18.9	26.1	15.5	28.8	16.9	45.7
Superannuation	10.4	*3.2	13.3	*3.3	15.7	*4.3	20.0
TEAS/AUSTUDY	10.7	6.7	17.7	15.7	26.3	25.1	51.4
Unemployment/sickness benefit	20.1	13.8	22.6	16.0	25.5	24.4	49.8
Invalid/age/supporting parent's/widow's pension	17.4	37.9	15.9	36.0	16.9	44.6	61.5
Dependent on someone else's income	32.7	229.4	44.1	246.7	63.7	242.8	306.5
Other(a)	20.5	13.5	14.7	8.4	18.0	12.7	30.8
Not asked	..	..	11.3	22.5	..	..	..
Housing arrangements—							
Owned own home	n.a.	n.a.	43.7	65.6	50.8	79.4	130.1
Paying off home	n.a.	n.a.	18.5	121.7	17.1	99.4	116.5
Renting	n.a.	n.a.	41.0	97.5	50.1	113.5	163.6
Lived rent free	n.a.	n.a.	38.6	44.3	30.9	34.3	65.2
Other	n.a.	n.a.	12.3	12.4	7.1	7.5	14.6
Not asked	n.a.	n.a.	11.3	22.5	..	..	..
Still at school	n.a.	n.a.	..	..	38.9	36.9	75.7
Time since left the labour force (weeks)—							
1 and under 4	16.1	38.8	38.7	92.3	51.7	92.8	144.6
4 and under 8	15.3	41.6	27.2	51.8	28.8	53.4	82.2
8 and under 13	18.0	43.2	38.4	58.4	39.6	63.0	102.6
13 and under 26	29.2	69.8	36.5	92.3	47.1	90.9	138.0
26 and under 39	26.3	59.9	13.5	45.3	18.5	44.9	63.5
39 and under 52	33.0	70.1	11.3	24.1	9.0	25.9	35.0
Intention to return to the labour force—							
Intended to return	76.4	166.8	103.0	227.9	139.4	251.5	390.9
Under 1 year	53.0	108.2	61.7	114.9	82.2	123.6	205.8
Under 3 months	43.4	70.2	32.4	59.2	37.1	58.8	95.9
3 and under 6 months	6.1	26.5	7.2	20.3	10.0	23.4	33.5
6 and under 12 months	*3.5	11.5	22.1	35.4	35.2	41.3	76.5
1 and under 3 years	6.0	23.6	9.0	27.8	8.1	30.4	38.4
3 and under 5 years	*1.2	5.1	*1.6	7.6	*0.8	7.0	7.8
5 years and over	*0.2	*4.2	*0.7	*2.1	*1.3	5.0	6.4
Did not know	16.0	25.6	30.0	75.4	46.9	85.6	132.5
Did not intend to return	43.5	99.2	37.3	70.6	37.2	69.7	106.9
Undecided	18.0	57.3	14.0	43.1	18.3	49.7	68.0
Not asked	..	..	11.3	22.5	..	..	..
Total	137.9	323.4	165.5	364.1	194.9	370.9	565.8

(a) Includes life assurance, other retirement schemes, war disability/repatriation/service/war widow's pension.

Source: Persons Who Have Left The Labour Force, Australia (6267.0).

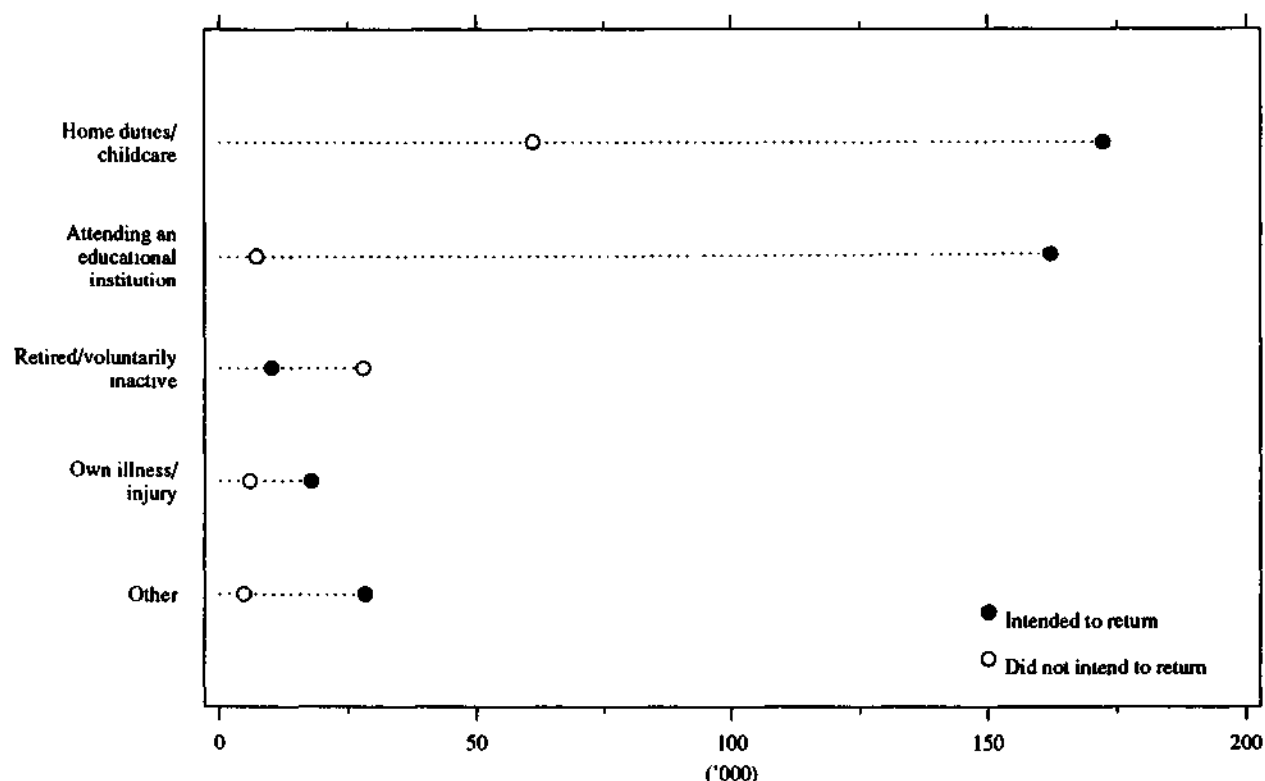
TABLE 2.21. PERSONS WHO HAVE LEFT THE LABOUR FORCE AND WHOSE LAST LABOUR FORCE ACTIVITY WAS WORKING: REASON FOR CEASING LAST JOB AND WHETHER INTENDED TO RETURN TO THE LABOUR FORCE, AUSTRALIA, APRIL 1991
(^{'000})

Reason for ceasing last job	Whether intended to return to the labour force							
	Intended to return		Did not intend to return			Total		
	Males	Females	Males	Females	Undecided	Males	Females	Persons
Job loser(a)	33.3	40.8	11.9	22.9	22.9	52.1	79.8	131.9
Retrenched	11.3	13.9	* 2.6	6.0	7.0	15.5	25.2	40.7
Job was temporary or seasonal and did not leave to return to studies	14.9	21.4	* 3.0	11.6	9.1	20.7	39.3	60.0
Own ill health or injury	6.1	* 4.1	6.1	* 4.4	5.8	14.5	12.1	26.6
Job leaver	35.6	90.3	21.2	35.9	26.6	62.6	147.0	209.6
Job was temporary or seasonal and left to return to studies	4.5	* 3.6	* 0.0	* 0.3	* 1.2	4.9	4.6	9.5
Retired/ did not want to work any longer	* 2.1	* 2.2	18.2	15.3	5.4	23.0	20.2	43.2
Returned to studies	17.5	18.4	* 1.3	* 0.9	* 2.6	19.4	21.3	40.7
Pregnancy/ to have children	* 0.0	39.3	* 0.0	7.5	7.4	* 0.0	54.2	54.2
To look after family, house or someone else	* 0.9	* 3.6	* 0.0	* 4.0	* 1.8	* 1.1	9.1	10.2
To have holiday/ to move house	* 2.6	7.6	* 0.0	* 0.5	* 2.7	* 3.1	10.3	13.4
spouse transferred	8.1	15.5	* 1.7	7.5	5.5	11.1	27.3	38.4
Other								
Total	68.9	131.1	33.1	58.8	49.5	114.7	226.8	341.5

(a) Includes business closed down for economic reasons.

Source: *Persons Who Have Left the Labour Force, Australia* (6267.0).

CHART 2.7. PERSONS WHO HAVE LEFT THE LABOUR FORCE: INTENTION TO RETURN BY MAIN ACTIVITY SINCE LEAVING THE LABOUR FORCE, AUSTRALIA, APRIL 1991



Source: *Persons Who Have Left The Labour Force, Australia* (6267.0).

Retirement and Retirement Intentions

In October 1992 there were an estimated 5,235,400 persons aged 45 and over usually resident in Australia. Of these persons 2,800,100 (53%) had retired from full-time work. Some 1,740,400 (33%) intended to retire from full-time work, while 234,600 (4%) did not intend to retire. A further 455,000 (9%) had never worked full-time and did not intend to work full-time.

Most females who had retired from full-time work (60%) did so before reaching the age of 45. The next most common retirement age groups for females were 50-54 years (11%), 55-59 years (10%) and 60-64 years (9%). For males, the most common age for retirement was 60-64 years (33%) followed by 65-69 years (23%).

In October 1992, 58 per cent of retired males and 31 per cent of retired females belonged to a retirement scheme at retirement, compared with 53 per cent and 25 per cent respectively in November 1989.

Overall, the level of retirement scheme membership increased to 47 per cent in October 1992, from 42 per cent in November 1989. This increase was due to a rise in the number of persons with superannuation cover, from 38 per cent in November 1989 to 43 per cent in October 1992.

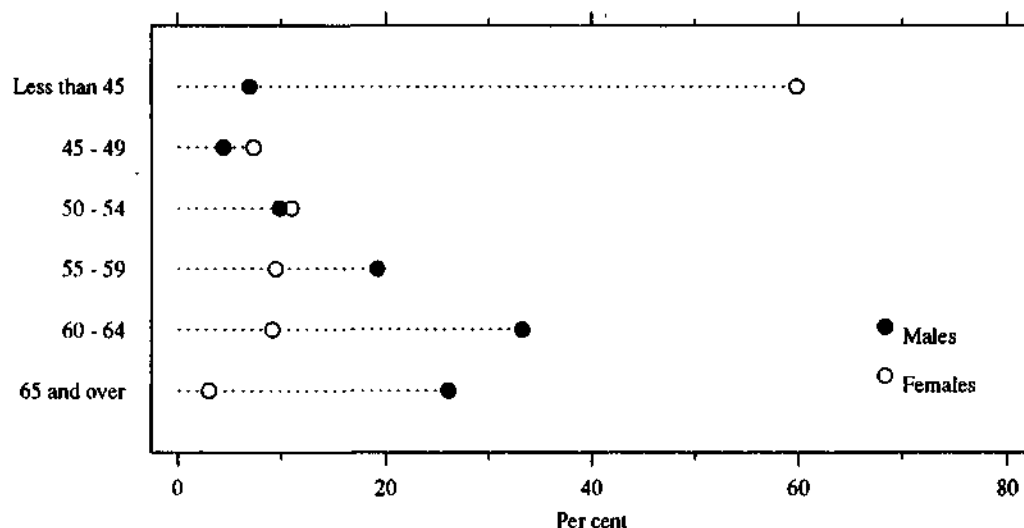
The most common main source of income at retirement for those who had retired from full-time work was a Government pension which was reported by 38 per cent of retirees. Some 16 per cent relied on someone else's income, 12 per cent on superannuation, life assurance or other retirement schemes and 11 per cent reported investments, interest or stocks etc. as their main source of income at retirement.

For males aged 45 and over who had not yet retired, 44 per cent intended to retire between the ages of 65 and 69. A further 18 per cent intended to retire between the ages of 60 and 64 and 12 per cent between 55 and 59. Some 22 per cent reported that they did not know at what age they intended to retire.

For females, 33 per cent intended to retire between 60 and 64, 20 per cent between 55 and 59, and 30 per cent reported that they did not know at what age they intended to retire.

For persons who had not yet retired from full-time work, the proportion who were members of a retirement scheme had increased from 78 per cent to 83 per cent for males and 61 per cent to 74 per cent for females over the three year period to October 1992. The proportion who expected superannuation to be their main source of income at retirement had also increased, from 32 per cent to 38 per cent for males and 18 per cent to 22 per cent for females over the same period.

CHART 2.8. PERSONS AGED 45 AND OVER WHO HAD RETIRED FROM FULL-TIME WORK: AGE AT RETIREMENT BY SEX, AUSTRALIA, OCTOBER 1992



Source: Retirement and Retirement Intentions, Australia (6238.0).

TABLE 2.22. PERSONS WHO HAD RETIRED FROM FULL-TIME WORK AT AGE 45 OR MORE: SELECTED CHARACTERISTICS, AUSTRALIA, NOVEMBER 1986 TO OCTOBER 1992

	November 1986			November 1989			October 1992		
	Males	Females	Persons	Males	Females	Persons	Males	Females	Persons
	— per cent —								
<i>Retirement scheme membership —</i>									
Belonged to a retirement scheme	50.5	21.2	39.0	52.8	24.7	41.8	57.5	31.0	47.0
Had superannuation cover	45.6	18.8	35.0	48.3	22.1	38.1	52.6	28.7	43.3
In last full-time job	44.7	17.8	34.1	47.4	21.4	37.2	51.1	27.2	41.7
In some previous job	0.9	1.0	0.9	0.9	0.7	0.8	1.6	1.5	1.6
Had life assurance or other schemes	4.9	2.5	4.0	4.5	2.6	3.8	4.8	2.3	3.8
Did not belong to a retirement scheme	49.5	78.8	61.0	47.2	75.3	58.2	42.5	69.1	52.9
<i>Main source of income at retirement —</i>									
Superannuation	14.5	3.2	10.1	15.8	3.5	11.0	15.9	4.4	11.4
Life assurance, other retirement schemes	0.6	*0.2	0.4	*0.4	*0.3	0.4	0.8	*0.1	0.5
Invalid, age, sole parent's, widow's pension	39.7	31.9	36.6	35.3	30.0	33.3	30.5	28.5	29.7
War disability, repatriation, service, war widow's pension	13.3	4.5	9.8	12.0	4.1	8.9	10.2	4.1	7.8
Sickness, special and other benefits	..	..	..	..	..	..	9.2	3.0	6.7
Rent, farm, business, property(a)	..	..	..	..	..	..	3.2	2.4	2.9
Investments, interest, stocks, debentures, etc.	13.5	6.9	10.9	14.2	7.4	11.5	13.7	7.8	11.4
Savings, sale of assets	8.5	6.4	7.6	9.2	6.5	8.1	8.1	5.8	7.2
Part-time work	3.3	4.6	3.8	3.9	4.7	4.2	3.6	6.3	4.7
Someone else's income	2.5	40.0	17.3	2.6	41.0	17.6	2.6	36.1	15.8
Other (including accumulated leave and compensation)	4.2	2.2	3.4	6.5	2.6	5.0	2.1	1.3	1.8
<i>Age at retirement —</i>									
45-49	4.1	20.5	10.6	3.9	19.4	10.0	4.8	18.4	10.1
50-54	8.2	26.2	15.3	9.2	27.9	16.5	10.6	27.2	17.0
55-59	18.1	22.7	20.0	19.6	23.7	21.2	20.6	23.6	21.8
60-64	36.0	22.3	30.6	37.6	21.6	31.3	35.9	23.0	30.8
65-69	29.5	6.5	20.4	26.4	6.3	18.5	25.0	6.5	17.7
70 and over	4.1	1.7	3.1	3.3	1.2	2.4	3.1	1.4	2.4
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
	— '000 —								
Total	887.6	579.8	1,467.4	980.3	629.7	1,610.0	1,042.8	674.0	1,716.8

(a) Included in 'Other' category prior to October 1992.

Source: Retirement and Retirement Intentions, Australia (6238.0).

TABLE 2.23. PERSONS AGED 45 AND OVER WHO HAD RETIRED FROM FULL-TIME WORK: AGE AT RETIREMENT, AUSTRALIA, NOVEMBER 1986 TO OCTOBER 1992 ('000)

Age at retirement	November 1986			November 1989			October 1992		
	Males	Females	Persons	Males	Females	Persons	Males	Females	Persons
Less than 45	49.0	878.6	927.6	59.7	972.2	1,031.9	78.4	1,004.8	1,083.2
45-49	36.7	118.9	155.6	38.4	122.2	160.6	50.4	124.0	174.4
50-54	73.0	152.1	225.1	90.6	175.7	266.3	110.2	183.4	293.5
55-59	160.9	131.8	292.8	192.2	149.0	341.2	215.3	159.1	374.5
60-64	319.1	129.3	448.4	368.5	136.0	504.4	374.1	154.8	528.9
65-69	261.9	37.7	299.6	258.7	39.5	298.2	260.5	43.6	304.0
70 and over	36.0	9.9	45.9	31.9	7.4	39.2	32.4	9.1	41.5
Total	936.6	1,458.4	2,395.0	1,040.0	1,602.0	2,641.9	1,121.3	1,678.8	2,800.1

Source: Retirement and Retirement Intentions, Australia (6238.0).

TABLE 2.24. PERSONS AGED 45 AND OVER: SELECTED CHARACTERISTICS AND WHETHER HAD RETIRED OR INTENDED TO RETIRE FROM FULL-TIME WORK(a), AUSTRALIA, OCTOBER 1992

	<i>Whether had retired or intended to retire from full-time work</i>				<i>Total</i>	<i>Had never worked full-time and did not intend to work full-time(b)</i>			<i>Total</i>
	<i>Had retired</i>	<i>Intended to retire</i>	<i>Did not intend to retire</i>	<i>Had never worked full-time and did not intend to work full-time(b)</i>		<i>Had retired</i>	<i>Intended to retire</i>	<i>Total</i>	
	— '000 —					— per cent —			
<i>Age at October 1992 —</i>									
45-49	269.5	755.7	68.9	36.6	1,130.6	9.6	43.4	22.6	
50-54	265.8	496.6	60.4	41.2	864.2	9.5	28.5	16.8	
55-59	339.2	306.0	46.2	43.9	735.3	12.1	17.6	14.2	
60-64	462.0	152.9	28.9	58.4	702.2	16.5	8.8	13.5	
65-69	544.6	22.4	18.0	71.8	656.8	19.5	1.3	12.5	
70 and over	918.9	6.8	12.1	208.4	1,146.2	32.8	0.4	20.4	
<i>Marital status —</i>									
Married	1,948.8	1,393.8	179.9	263.6	3,786.2	69.6	80.1	73.6	
Not-married	851.2	346.6	54.7	196.7	1,449.2	30.4	19.9	26.4	
<i>Family status —</i>									
Member of a family	2,100.0	1,483.3	189.0	326.6	4,099.0	75.0	85.2	78.9	
Husband or wife	1,880.7	1,346.7	172.9	254.9	3,655.2	67.2	77.4	71.1	
With dependants present	229.2	577.8	60.9	26.4	894.2	8.2	33.2	17.8	
Without dependants present	1,651.5	768.9	112.0	228.6	2,761.0	59.0	44.2	53.3	
Sole parent	19.5	45.4	4.9	5.7	75.5	0.7	2.6	1.4	
Other family head	120.1	51.5	5.9	30.3	207.8	4.3	3.0	3.8	
Other relative or child of married couple or family head	63.7	13.0	* 2.2	33.4	112.3	2.3	0.7	1.7	
Not a member of a family	594.8	193.5	34.7	116.6	939.7	21.2	11.1	17.4	
Living alone	542.0	155.2	28.3	107.8	833.4	19.4	8.9	15.4	
Not living alone	52.8	38.3	6.4	8.8	106.3	1.9	2.2	2.0	
Family status not determined	105.3	63.6	10.8	17.0	196.7	3.8	3.7	3.7	
<i>Birthplace and period of arrival —</i>									
Born in Australia	1,978.9	1,121.6	156.4	282.8	3,539.8	70.7	64.4	68.3	
Born outside Australia	821.1	618.8	78.1	177.5	1,695.6	29.3	35.6	31.7	
Arrived before 1961	460.8	199.4	30.9	79.4	770.6	16.5	11.5	14.5	
Arrived 1961-1970	218.7	209.5	26.9	31.9	487.1	7.8	12.0	9.4	
Arrived 1971-1980	78.3	124.1	10.5	27.6	240.4	2.8	7.1	4.5	
Arrived 1981-1990	57.1	77.1	8.9	31.9	175.0	2.0	4.4	3.0	
Arrived 1991 to survey date	6.2	8.7	* 1.0	6.6	22.5	0.2	0.5	0.3	
<i>Area —</i>									
Metropolitan	1,759.0	1,103.2	117.8	258.4	3,238.4	62.8	63.4	63.0	
Non-metropolitan	1,041.1	637.3	116.7	201.9	1,997.0	37.2	36.6	37.0	
Total	2,800.1	1,740.4	234.6	460.3	5,235.4	100.0	100.0	100.0	
Males	1,121.3	1,224.4	183.2	25.0	2,553.8	40.0	70.3	51.7	
Females	1,678.8	516.0	51.3	435.3	2,681.5	60.0	29.7	48.3	

(a) Excludes persons who were institutionalised or permanently unable to work who were not in the scope of the survey. (b) Includes a small number of persons whose retirement status could not be determined.

Source: Retirement and Retirement Intentions, Australia (6238.0)

TABLE 2.25. PERSONS AGED 45 AND OVER WHO INTENDED TO RETIRE FROM FULL-TIME WORK(a): AGE INTENDED TO RETIRE, AUSTRALIA, OCTOBER 1992

<i>Age intended to retire</i>	<i>Males</i>	<i>Females</i>	<i>Persons</i>	<i>Males</i>	<i>Females</i>	<i>Persons</i>
	— '000 —			— per cent —		
45-49 years	* 0.5	4.2	4.7	* 0.0	0.8	0.3
50-54 years	9.1	27.3	36.4	0.7	5.3	2.1
55-59 years	150.9	105.3	256.2	12.3	20.4	14.7
60-64 years	225.1	169.9	395.0	18.4	32.9	22.7
65-69 years	542.8	49.1	591.9	44.3	9.5	34.0
70 years and over	26.3	* 3.8	30.1	2.2	* 0.7	1.7
Did not know	269.7	156.5	426.2	22.0	30.3	24.5
Total	1,224.4	516.0	1,740.4	100.0	100.0	100.0

(a) Excludes persons who were institutionalised or permanently unable to work who were not in the scope of the survey.

Source: Retirement and Retirement Intentions, Australia (6238.0).

TABLE 2.26. PERSONS AGED 45 AND OVER WHO INTENDED TO RETIRE FROM FULL-TIME WORK: EXPECTED MAIN SOURCE OF INCOME AT RETIREMENT AND RETIREMENT SCHEME MEMBERSHIP, AUSTRALIA, OCTOBER 1992 ('000)

Expected main source of income at retirement	Retirement scheme membership						Total
	Belonged to a retirement scheme				Did not belong to a retirement scheme		
	Had superannuation cover		Had life assurance or other scheme				
	In job at October 1992	In some previous job		Total			
MALES							
Superannuation	432.8	19.5	452.3	6.9	459.2	* 3.7	462.9
Life assurance, other retirement schemes	8.9	* 1.3	10.2	* 2.4	12.6	* 0.7	13.3
Invalid, age, sole parent's, widow's pension	166.5	20.2	186.8	14.5	201.2	109.6	310.8
War disability, repatriation, service, war widow's pension	5.1	* 1.5	6.6	* 0.2	6.8	* 1.5	8.2
Sickness, special and other benefits	4.8	* 0.5	5.3	* 0.0	5.3	5.5	10.8
Rent, farm, business, property	24.8	* 1.3	26.1	* 2.7	28.8	11.5	40.3
Investments, interest, stocks, debentures, etc	97.3	9.1	106.4	8.2	114.6	17.1	131.7
Savings, sale of assets	31.2	* 1.4	32.6	* 3.5	36.1	20.3	56.5
Part-time work	41.5	* 1.8	43.3	* 2.6	46.0	7.2	53.2
Someone else's income	6.5	* 0.9	7.4	* 0.6	8.0	* 3.3	11.3
Accumulated leave, compensation	* 1.2	* 0.0	* 1.2	* 0.0	* 1.2	* 0.1	* 1.4
Other	* 2.7	* 0.0	* 2.7	* 0.3	* 3.0	* 0.5	* 3.5
Did not know	81.5	6.5	88.0	6.3	94.2	26.2	120.4
Total	904.9	64.1	969.0	48.2	1,017.2	207.1	1,224.4
FEMALES							
Superannuation	105.0	4.1	109.1	* 2.0	111.0	* 0.3	111.3
Life assurance, other retirement schemes	* 1.0	* 0.0	* 1.0	* 1.6	* 2.6	* 0.6	* 3.2
Invalid, age, sole parent's, widow's pension	75.5	9.6	85.0	* 2.5	87.5	58.2	145.7
War disability, repatriation, service, war widow's pension	* 0.7	* 0.0	* 0.7	* 0.0	* 0.7	* 0.6	* 1.3
Sickness, special and other benefits	* 0.3	* 0.2	* 0.5	* 0.0	* 0.5	* 2.6	* 3.1
Rent, farm, business, property	7.8	* 0.9	8.8	* 0.2	9.0	4.9	13.9
Investments, interest, stocks, debentures, etc	28.4	* 1.4	29.8	* 2.3	32.1	5.6	37.7
Savings, sale of assets	11.7	* 0.7	12.4	* 0.1	12.5	10.0	22.5
Part-time work	13.8	* 0.6	14.4	* 0.5	14.9	* 3.7	18.6
Someone else's income	64.1	5.9	70.0	* 2.1	72.1	29.0	101.1
Accumulated leave, compensation	* 0.0	* 0.0	* 0.0	* 0.0	* 0.0	* 0.0	* 0.0
Other	* 0.5	* 0.0	* 0.5	* 0.0	* 0.5	* 0.0	* 0.5
Did not know	35.4	* 2.1	37.4	* 2.0	39.5	17.6	57.1
Total	344.2	25.5	369.8	13.3	383.1	133.0	516.0
PERSONS							
Superannuation	537.8	23.6	561.4	8.9	570.2	4.0	574.2
Life assurance, other retirement schemes	9.9	* 1.3	11.2	4.0	15.2	* 1.3	16.5
Invalid, age, sole parent's, widow's pension	242.0	29.8	271.8	17.0	288.8	167.7	456.5
War disability, repatriation, service, war widow's pension	5.8	* 1.5	7.4	* 0.2	7.5	* 2.0	9.6
Sickness, special and other benefits	5.1	* 0.8	5.9	* 0.0	5.9	8.1	14.0
Rent, farm, business, property	32.7	* 2.2	34.9	* 2.9	37.8	16.4	54.2
Investments, interest, stocks, debentures, etc	125.7	10.5	136.2	10.5	146.7	22.7	169.4
Savings, sale of assets	42.9	* 2.2	45.0	* 3.6	48.7	30.3	79.0
Part-time work	55.3	* 2.4	57.8	* 3.1	60.8	10.9	71.7
Someone else's income	70.6	6.8	77.4	* 2.7	80.2	32.3	112.4
Accumulated leave, compensation	* 1.2	* 0.0	* 1.2	* 0.0	* 1.2	* 0.1	* 1.4
Other	* 3.2	* 0.0	* 3.2	* 0.3	* 3.5	* 0.5	4.0
Did not know	116.8	8.6	125.4	8.3	133.7	43.8	177.5
Total	1,249.2	89.6	1,338.8	61.5	1,400.3	340.1	1,740.4

Source: Retirement and Retirement Intentions, Australia (6238.0).

CHAPTER 3

EMPLOYMENT AND UNDEREMPLOYMENT

This chapter provides a statistical summary of employment and underemployment in Australia. Data on employment are obtained from two main sources — the ABS Monthly Labour Force Survey (and associated supplementary surveys) and the employer based quarterly Survey of Employment and Earnings. The principal publications for employment data from these surveys are *The Labour Force, Australia* (6203.0), and *Employed Wage and Salary Earners, Australia* (6248.0) respectively.

There are conceptual and methodological reasons for differences in the estimates produced by the two surveys. These are discussed in *Employed Wage and Salary Earners* (6248.0) and in an *Information Paper: Comparison of Employment Estimates from the Labour Force Survey and the Survey of Employment and Earnings* (6263.0). The two series should be seen as complementary and movements in them have generally been broadly consistent. In recent time periods the two surveys have shown some divergence in the estimates produced. Some comments on this have been made in *Employed Wage and Salary Earners, Australia* (6248.0).

The ABS considers that the Labour Force series provides the better indicator of overall employment movements at the Australian and State level. The aggregate employment estimates in the quarterly National Accounts are based on this source.

All Employed Persons (Source: *The Labour Force, Australia* (6203.0))

The Monthly Labour Force Survey collects information, using personal interviews, from civilian persons aged 15 and over in a sample of private and non-private dwellings eg. hotels, motels, institutions. The scope of the survey includes all employed persons, comprising employers, self-employed persons, unpaid helpers in family businesses and employees in private households, as well as wage and salary earners.

A person is defined as employed if he or she did at least one hour of paid work during a specific week (referred to as the reference week), or was on leave or on strike from a job during the whole of that week. In addition, a person is defined as employed if he or she worked for one hour or more without pay in a family business or on a farm. In this chapter, Labour Force Survey measures of employment are analysed according to such criteria as the demographic characteristics of employed persons, the industry in which they work, their occupation and status of worker (i.e. whether they are wage and salary earners, employers, etc.), the weekly hours they work and whether they are employed full-time or part-time. Multiple jobholding, the job-changing behaviour of the population and the educational attainment of employed persons are also highlighted. The information paper *Measuring Employment and Unemployment* (6279.0) provides additional information about the measurement of employment and unemployment.

Total employment in Australia in August 1992 was 7,679,300, comprising 4,443,400 males and 3,245,800 females.

Over the period August 1982 to August 1992 total employment increased by 1,300,000. From August 1982 to August 1983 the estimated number of employed persons fell by 138,200. Between August 1983 and August 1990 the estimated number of employed persons rose by 1,583,900 but then fell by 155,800 in the twelve months to August 1991. In the twelve months to August 1992, there has been a slight increase in total employment of 10,100. Some 60 per cent of the increase in employment from August 1982 to August 1992 was due to a rise in the number of persons employed part time. The increase in female employment contributed to about 65 per cent of the increase in full-time employment and 71 per cent of the increase in part-time employment over the same period.

Part-time employment has made a significant contribution to growth in total employment in the ten years to August 1992. Females employed part-time comprised 18.3 per cent of total employment in August 1992, up from 13 per cent ten years earlier. Males employed part-time increased from 3.8 per cent to 6.1 per cent over the period. While female full-time employment also increased slightly, the contribution of male full-time employment decreased from 59.3 per cent of total employment in August 1982 to 51.7 per cent in August 1992.

While the employment/population ratio for persons remained constant at 56.0 per cent from August 1982 to August 1992, for females the ratio increased from 40.7 per cent to 46.7 per cent (6.0 percentage points).

TABLE 3.1. EMPLOYED PERSONS: STATUS OF WORKER, AUSTRALIA, AUGUST 1982 TO AUGUST 1992
(^{'000})

August	Employers	Self-employed	Wage and salary earners	Unpaid family helpers	Total
1982	353.2	647.0	5,354.3	24.9	6,379.3
1983	321.0	653.1	5,242.5	24.5	6,241.1
1984	336.2	683.2	5,425.7	21.1	6,466.1
1985	351.9	713.5	5,582.6	27.6	6,675.6
1986(a)	346.0	749.7	5,756.9	66.0	6,918.6
1987	363.2	732.2	5,937.8	59.1	7,092.3
1988	379.9	745.2	6,161.9	66.4	7,353.4
1989	369.8	774.1	6,531.1	52.5	7,727.6
1990	388.4	786.9	6,583.3	66.5	7,825.0
1991	346.5	783.2	6,469.4	70.1	7,669.2
1992	350.4	856.1	6,397.6	75.1	7,679.3

(a) Estimates from August 1986 are based on a revised definition introduced in April 1986. See the Technical Notes for further information.

Source: *The Labour Force, Australia* (6203.0).

TABLE 3.2. EMPLOYED PERSONS: FULL-TIME AND PART-TIME WORKERS, AUSTRALIA, AUGUST 1982 TO AUGUST 1992

August	Males				Females				Persons		
	Married		Total		Married		Total				
	Full-time	Part-time	Full-time	Part-time	Full-time	Part-time	Full-time	Part-time	Full-time	Part-time	Total
	NUMBER (^{'000})										
1982	2,610.7	99.8	3,782.5	241.9	749.6	631.6	1,503.4	851.6	5,285.9	1,093.4	6,379.3
1983	2,547.1	107.0	3,663.4	240.2	753.3	630.7	1,486.9	850.5	5,150.3	1,090.7	6,241.1
1984	2,593.9	105.8	3,772.5	245.5	786.6	659.3	1,546.3	901.8	5,318.8	1,147.3	6,466.1
1985	2,624.6	102.3	3,856.7	254.4	804.8	703.9	1,607.3	957.2	5,464.0	1,211.6	6,675.6
1986(a)	2,664.2	112.8	3,922.3	280.3	884.5	773.4	1,686.5	1,029.5	5,608.8	1,309.8	6,918.6
1987	2,688.4	123.8	3,960.0	317.1	910.7	809.4	1,711.1	1,104.1	5,671.1	1,421.2	7,092.3
1988	2,760.4	116.8	4,076.4	305.7	958.8	861.9	1,798.1	1,173.1	5,874.6	1,478.8	7,353.4
1989	2,823.1	132.6	4,217.5	354.4	1,022.4	904.5	1,891.5	1,264.2	6,108.9	1,618.6	7,727.6
1990	2,894.9	136.6	4,218.5	365.3	1,058.2	921.4	1,941.3	1,299.9	6,159.8	1,665.2	7,825.0
1991	2,773.6	167.9	4,035.4	408.3	1,068.1	921.9	1,907.6	1,317.9	5,943.0	1,726.2	7,669.2
1992	2,736.8	188.9	3,966.5	467.0	1,044.4	972.5	1,839.5	1,406.3	5,806.0	1,873.3	7,679.3
PROPORTION OF EMPLOYED PERSONS (per cent)											
1982	40.9	1.6	59.3	3.8	11.8	9.9	23.6	13.3	82.9	17.1	100.0
1983	40.8	1.7	58.7	3.8	12.1	10.1	23.8	13.6	82.5	17.5	100.0
1984	40.1	1.6	58.3	3.8	12.2	10.2	23.9	13.9	82.3	17.7	100.0
1985	39.3	1.5	57.8	3.8	12.1	10.5	24.1	14.3	81.9	18.1	100.0
1986(a)	38.5	1.6	56.7	4.1	12.8	11.2	24.4	14.9	81.1	18.9	100.0
1987	37.9	1.7	55.8	4.5	12.8	11.4	24.1	15.6	80.0	20.0	100.0
1988	37.5	1.6	55.4	4.2	13.0	11.7	24.5	16.0	79.9	20.1	100.0
1989	36.5	1.7	54.6	4.6	13.2	11.7	24.5	16.4	79.1	20.9	100.0
1990	37.0	1.7	53.9	4.7	13.5	11.8	24.8	16.6	78.7	21.3	100.0
1991	36.2	2.2	52.6	5.3	13.9	12.0	24.9	17.2	77.5	22.5	100.0
1992	35.6	2.5	51.7	6.1	13.6	12.7	24.0	18.3	75.6	24.4	100.0

(a) Estimates from August 1986 are based on a revised definition introduced in April 1986. See the Technical Notes for further information.

Source: *The Labour Force, Australia* (6203.0).

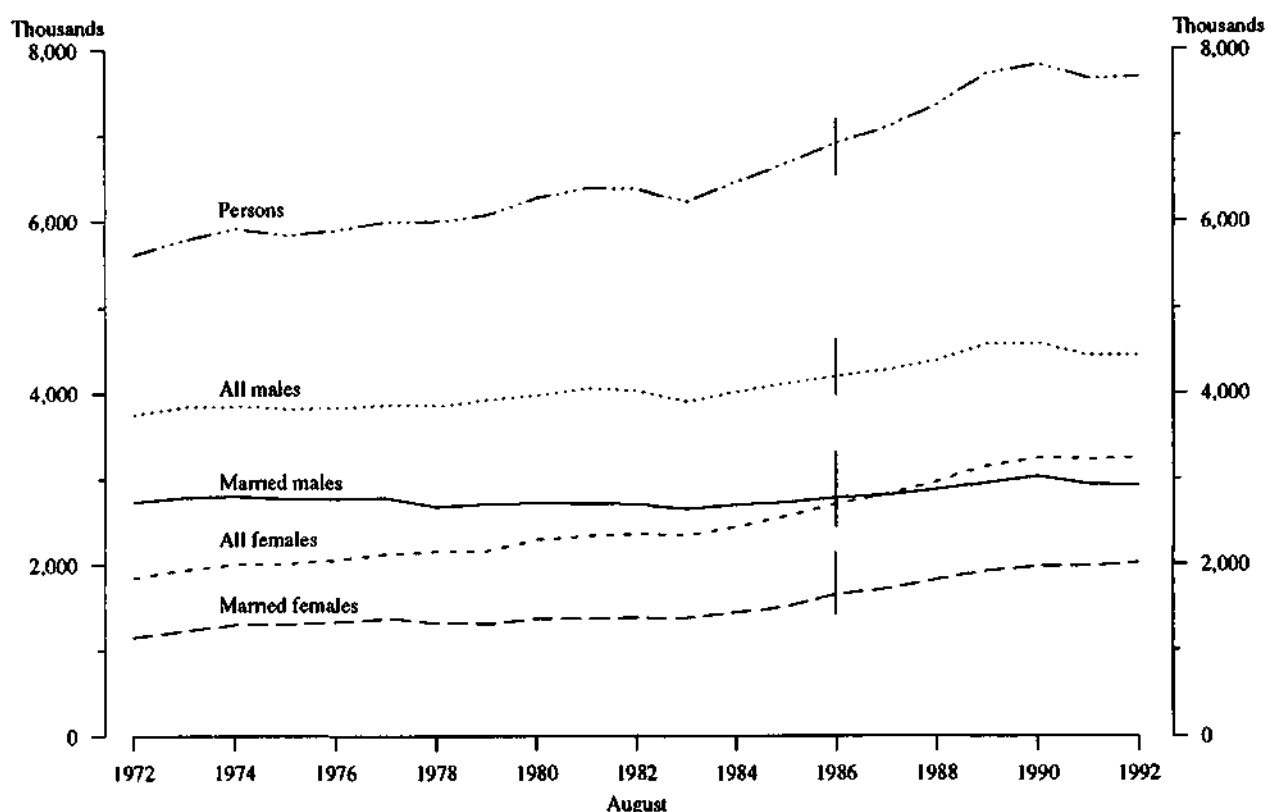
TABLE 3.3. EMPLOYED PERSONS: FULL-TIME AND PART-TIME WORKERS, BY AGE, AUSTRALIA, AUGUST 1992
(^{'000})

('000)

	Age group								
	15-19	20-24	25-34	35-44	45-54	55-59	60-64	65 and over	Total
MARRIED MALES									
Full-time workers	* 2.3	78.5	711.9	918.9	692.4	193.9	104.5	34.4	2,736.8
Part-time workers	* 0.2	5.8	33.6	44.6	32.9	22.8	22.3	26.5	188.9
Total	* 2.5	84.4	745.5	963.5	725.3	216.7	126.8	60.9	2,925.6
ALL MALES									
Full-time workers	148.5	441.0	1,097.9	1,083.6	804.1	224.9	120.9	45.5	3,966.5
Part-time workers	122.8	76.4	74.5	63.1	43.2	27.5	25.9	33.7	467.0
Total	271.2	517.4	1,172.4	1,146.7	847.3	252.4	146.8	79.2	4,433.4
MARRIED FEMALES									
Full-time workers	3.7	90.2	310.4	342.3	240.8	41.9	10.5	4.6	1,044.4
Part-time workers	* 1.8	33.1	259.9	369.6	220.8	59.2	19.0	9.3	972.5
Total	5.5	123.3	570.2	711.9	461.6	101.1	29.4	13.9	2,016.9
ALL FEMALES									
Full-time workers	88.2	332.3	521.1	467.9	340.5	61.5	19.1	8.9	1,839.5
Part-time workers	173.8	130.2	316.2	421.2	253.8	69.6	25.5	16.1	1,406.3
Total	262.0	462.5	837.3	889.0	594.4	131.1	44.6	24.9	3,245.8
PERSONS									
Full-time workers	236.7	773.3	1,619.1	1,551.5	1,144.6	286.4	139.9	54.4	5,806.0
Part-time workers	296.5	206.6	390.6	484.3	297.0	97.1	51.5	49.8	1,873.3
Total	533.2	979.9	2,009.7	2,035.7	1,441.7	383.5	191.4	104.2	7,679.3

Source: *The Labour Force, Australia* (6203.0).

CHART 3.1. EMPLOYED PERSONS: MARITAL STATUS AND SEX, AUSTRALIA



Indicates break in series. Estimates from August 1986 are based on a revised definition introduced in April 1986. See the Technical Notes for further information.

Source: *The Labour Force, Australia* (6203.0).

TABLE 3.4. EMPLOYED PERSONS: ANNUAL CHANGE BY MARITAL STATUS AND SEX, AUSTRALIA, AUGUST 1987 TO AUGUST 1992
(per cent)

August	Males			Females			Persons		
	Full-time	Part-time	Total	Full-time	Part-time	Total	Full-time	Part-time	Total
MARRIED									
1987	0.9	9.8	1.3	3.0	4.7	3.8	1.4	5.3	2.2
1988	2.7	-5.7	2.3	5.3	6.5	5.8	3.3	4.9	3.7
1989	2.3	13.5	2.7	6.6	4.9	5.8	3.4	6.0	3.9
1990	2.5	3.1	2.6	3.5	1.9	2.7	2.8	2.0	2.6
1991	-4.2	22.9	-3.0	0.9	0.1	0.5	-2.8	3.0	-1.6
1992	-1.3	12.5	-0.5	-2.2	5.5	1.4	-1.6	6.6	0.2
NOT MARRIED									
1987	1.1	15.3	2.8	-0.2	15.1	3.5	0.6	15.2	3.1
1988	3.5	-2.3	2.7	4.9	5.6	5.1	4.0	2.5	3.7
1989	5.9	17.5	7.4	3.6	15.6	6.8	5.0	16.3	7.1
1990	-5.1	3.1	-4.0	1.6	5.2	2.7	-2.5	4.4	-1.1
1991	-4.7	5.1	-3.2	-4.9	4.6	-2.1	-4.8	4.8	-2.7
1992	-2.5	15.7	0.4	-5.3	9.5	0.5	-3.6	11.9	0.0
TOTAL									
1987	1.0	13.1	1.8	1.5	10.6	3.7	1.1	8.5	2.5
1988	2.9	-3.6	2.5	5.1	6.2	5.5	3.6	4.1	3.7
1989	3.5	15.9	4.3	5.2	7.8	6.2	4.0	9.5	5.1
1990	0.0	3.1	0.3	2.6	2.8	2.7	0.8	2.9	1.3
1991	-4.3	11.8	-3.1	-1.7	1.4	-0.5	-3.5	3.7	-2.0
1992	-1.7	14.4	-0.2	-3.6	6.7	0.6	-2.3	8.5	-0.1

Source: The Labour Force, Australia (6203.0).

TABLE 3.5. EMPLOYMENT/POPULATION RATIOS(a), AUSTRALIA, AUGUST 1982 TO AUGUST 1992
(per cent)

August	Age group								Total
	15-19	20-24	25-34	35-44	45-54	55-59	60-64	65 and over	
MALES									
1982	52.3	79.3	89.7	91.7	86.7	76.6	45.5	9.1	71.7
1983	44.9	74.1	86.8	89.3	85.0	73.0	39.8	8.3	68.3
1984	46.0	76.6	87.8	89.9	84.9	72.6	39.9	8.8	69.1
1985	46.6	78.6	87.7	90.6	85.7	71.1	39.3	8.6	69.3
1986(b)	47.6	78.1	88.4	90.0	85.1	71.2	42.3	8.3	69.3
1987	47.1	78.2	88.0	90.0	85.7	70.2	41.6	8.4	69.1
1988	47.9	80.3	88.5	90.6	83.4	68.9	43.3	8.3	69.3
1989	52.0	82.1	89.9	90.0	86.1	71.5	46.2	8.4	70.9
1990	48.5	78.0	87.6	90.7	86.7	72.4	46.3	8.3	69.8
1991	41.8	72.9	85.0	86.0	84.4	65.6	43.4	9.0	66.6
1992	40.5	71.5	83.1	86.3	82.6	66.6	40.7	9.1	65.5
FEMALES									
1982	46.6	63.8	50.0	55.2	47.7	25.0	9.6	2.5	40.7
1983	44.4	62.7	47.8	54.1	46.2	27.3	11.9	2.1	39.7
1984	44.7	64.4	51.0	55.4	47.8	26.6	11.4	2.5	40.9
1985	46.4	65.9	53.3	58.2	48.0	26.1	11.1	1.9	42.0
1986(b)	45.5	67.3	55.5	60.8	52.0	27.5	12.5	1.9	43.6
1987	43.2	67.7	57.2	61.8	52.8	29.5	13.1	2.6	44.3
1988	47.1	67.6	58.0	65.0	54.8	30.5	14.0	2.5	45.8
1989	48.8	71.3	61.2	67.1	56.9	31.3	13.3	2.2	47.6
1990	47.4	71.2	60.4	68.8	58.6	32.5	16.2	2.3	48.1
1991	41.9	66.8	60.5	67.9	59.1	33.7	14.4	2.4	47.1
1992	40.8	65.2	59.4	67.0	60.9	35.5	12.4	2.2	46.7
PERSONS									
1982	49.5	71.6	69.8	73.8	67.6	50.8	26.8	5.3	56.0
1983	44.6	68.4	67.3	71.9	66.0	50.3	25.3	4.7	53.8
1984	45.3	70.5	69.4	72.9	66.8	49.9	25.2	5.1	54.8
1985	46.5	72.3	70.5	74.7	67.3	48.9	24.8	4.8	55.5
1986(b)	46.6	72.7	71.9	75.6	69.0	49.7	27.1	4.6	56.3
1987	45.2	73.0	72.6	76.0	69.7	50.2	27.1	5.0	56.5
1988	47.5	74.0	73.2	77.9	69.5	50.0	28.4	5.0	57.4
1989	50.4	76.8	75.6	78.7	71.9	51.7	29.6	4.8	59.1
1990	47.9	74.6	74.0	79.8	73.0	52.7	31.2	4.8	58.9
1991	41.9	69.9	72.8	77.4	72.1	49.9	28.9	5.2	56.7
1992	40.6	68.4	71.3	76.6	72.0	51.3	26.6	5.1	56.0

(a) The employment/population ratio for any group is the number of employed persons expressed as a percentage of the civilian population aged 15 and over in the same group. (b) Estimates from August 1986 are based on a revised definition introduced in April 1986. See the Technical Notes for further information.

Source: The Labour Force, Australia (6203.0)

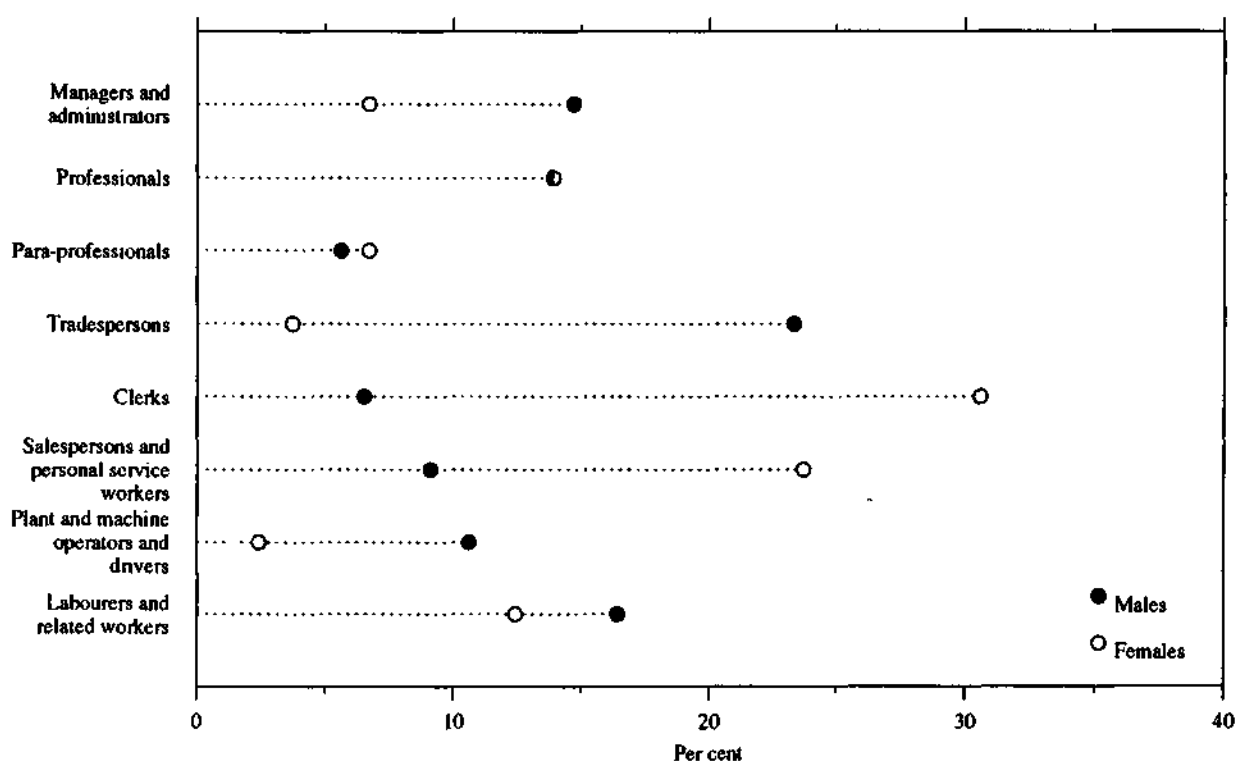
TABLE 3.6. EMPLOYED PERSONS: MAJOR AND MINOR OCCUPATION GROUPS, AUSTRALIA, AUGUST 1992
(^{'000})

Occupation major and minor group(a)	Females			Persons
	Males	Married	Total	
MANAGERS AND ADMINISTRATORS	651.2	171.2	218.3	869.5
Legislators and government appointed officials	* 1.5	* 0.3	* 0.7	* 2.2
General managers	30.2	* 2.4	* 3.3	33.4
Specialist managers	156.1	22.4	37.6	193.8
Farmers and farm managers	170.7	61.9	69.0	239.8
Managing supervisors (sales and service)	174.1	75.4	95.5	269.7
Managing supervisors (other business)	118.5	8.9	12.1	130.6
PROFESSIONALS	612.4	282.0	451.2	1,063.6
Natural scientists	28.6	6.6	10.9	39.5
Building professionals and engineers	116.6	* 1.3	3.6	120.2
Health diagnosis and treatment practitioners	54.1	24.3	39.8	93.9
School teachers	83.9	126.6	182.0	265.9
Other teachers and instructors	55.3	40.8	64.7	120.0
Social professionals	39.0	14.1	25.8	64.8
Business professionals	171.0	39.6	70.2	241.2
Artists and related professionals	40.2	12.4	29.6	69.8
Miscellaneous professionals	23.5	16.4	24.8	48.3
PARA-PROFESSIONALS	248.3	133.2	217.3	465.6
Medical and science technical officers and technicians	18.4	9.4	16.4	34.8
Engineering and building associates and technicians	73.5	* 3.2	5.2	78.7
Air and sea transport technical workers	18.2	* 0.1	* 0.4	18.6
Registered nurses	12.0	94.2	145.4	157.4
Police	39.5	* 2.9	4.9	44.4
Miscellaneous para-professionals	86.8	23.5	44.9	131.6
TRADESPERSONS	1,030.8	70.3	118.8	1,149.6
Metal fitting and machining tradespersons	110.8	* 0.3	* 0.4	111.2
Other metal tradespersons	93.1	* 0.8	* 1.3	94.3
Electrical and electronics tradespersons	169.7	* 1.7	* 2.1	171.8
Building tradespersons	246.0	* 2.3	* 3.4	249.4
Printing tradespersons	35.9	4.3	7.8	43.7
Vehicle tradespersons	150.3	* 0.2	* 0.3	150.6
Food tradespersons	79.1	21.3	32.9	112.0
Amenity horticultural tradespersons	43.7	* 2.6	5.2	48.9
Miscellaneous tradespersons	102.3	36.9	65.5	167.8
CLERKS	287.7	657.1	991.9	1,279.7
Stenographers and typists	3.5	162.8	260.4	264.0
Data processing and business machine operators	25.1	47.1	78.0	103.2
Numerical clerks	121.6	252.7	343.7	465.2
Filing, sorting and copying clerks	18.6	19.2	31.9	50.5
Material recording and despatching clerks	45.0	14.9	24.3	69.3
Receptionists, telephonists and messengers	22.7	94.8	149.1	171.8
Miscellaneous clerks	51.1	65.7	104.5	155.6
SALESPERSONS AND PERSONAL SERVICE WORKERS	404.7	377.3	768.6	1,173.3
Investment, insurance and real estate salespersons	67.6	11.8	20.4	87.9
Sales representatives	81.6	18.6	30.4	112.0
Sales assistants	149.0	152.7	335.1	484.1
Tellers, cashiers and ticket salespersons	27.0	52.2	118.2	145.2
Miscellaneous salespersons	64.0	52.6	115.5	179.5
Personal service workers	15.5	89.4	149.0	164.5
PLANT AND MACHINE OPERATORS, AND DRIVERS	470.0	56.7	77.2	547.2
Road and rail transport drivers	240.0	8.7	14.9	254.8
Mobile plant operators (except transport)	99.2	* 0.4	* 0.7	99.9
Stationary plant operators	57.8	* 0.1	* 0.6	58.4
Machine operators	73.0	47.4	61.0	134.0
LABOURERS AND RELATED WORKERS	728.2	269.0	402.6	1,130.9
Trades assistants and factory hands	173.5	58.7	91.1	264.5
Agricultural labourers and related workers	94.6	20.4	34.4	129.0
Cleaners	70.0	100.2	131.1	201.1
Construction and mining labourers	101.4	* 0.6	* 2.0	103.4
Miscellaneous labourers and related workers	288.8	89.1	144.0	432.8
TOTAL	4,433.4	2,016.9	3,245.8	7,679.3

(a) Classified according to the Australian Standard Classification of Occupations, (ASCO) 1986.

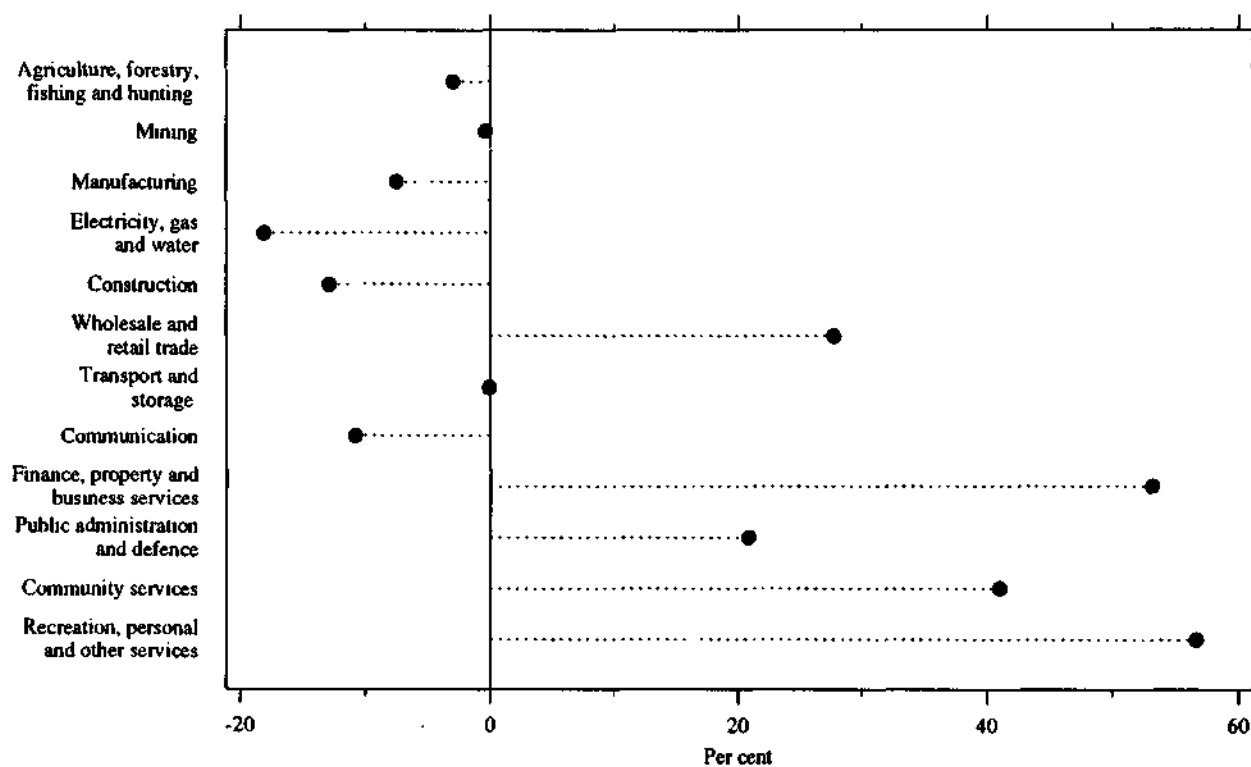
Source: The Labour Force, Australia (6203.0).

CHART 3.2. EMPLOYED PERSONS: PERCENTAGE OF TOTAL EMPLOYED PERSONS BY OCCUPATION AND SEX, AUSTRALIA, AUGUST 1992



Source: *The Labour Force, Australia* (6203.0).

CHART 3.3. EMPLOYED PERSONS: INDUSTRY, PERCENTAGE CHANGE BETWEEN AUGUST 1982 AND AUGUST 1992, AUSTRALIA



Note: Estimates from August 1986 are based on a revised definition introduced in April 1986. See the Technical Notes for further information.

Source: *The Labour Force, Australia* (6203.0).

TABLE 3.7. EMPLOYED PERSONS: INDUSTRY, AUSTRALIA, AUGUST 1982 TO AUGUST 1992
(^{'000})

	August										
Industry	1982	1983	1984	1985	1986(a)	1987	1988	1989	1990	1991	1992
MALES											
Agriculture, forestry, fishing and hunting	306.0	314.3	302.6	303.9	299.3	294.7	304.7	291.3	304.5	288.8	280.4
Mining	82.0	87.4	83.9	92.0	88.0	88.9	87.3	94.1	86.6	87.5	82.8
Manufacturing	900.6	849.7	849.4	812.6	826.5	850.3	887.0	895.3	882.6	796.6	807.0
Electricity, gas and water	119.2	124.8	134.4	127.5	123.1	106.1	102.6	103.0	92.5	91.5	91.2
Construction	422.9	346.4	380.4	412.9	427.2	427.9	462.0	526.0	510.1	448.4	458.7
Wholesale and retail trade	707.2	689.4	722.7	755.2	781.5	796.0	839.6	871.5	885.4	878.1	867.3
Transport and storage	314.9	310.3	297.4	318.7	327.2	308.2	305.6	325.1	320.0	317.6	301.8
Communication	96.9	104.4	99.9	113.0	107.4	104.1	99.3	101.5	106.0	94.2	79.8
Finance, property and business services	314.7	300.3	325.5	359.8	363.8	410.5	404.5	451.2	449.5	459.4	459.0
Public administration and defence	196.3	211.0	214.7	203.4	210.0	222.7	201.0	197.3	216.8	205.7	217.6
Community services	391.3	400.0	411.6	425.9	446.4	452.3	463.4	476.5	487.9	510.4	509.5
Recreation, personal and other services	172.2	165.5	194.5	186.3	202.1	215.3	225.1	239.0	242.0	265.2	278.3
Total	4,024.3	3,903.6	4,018.0	4,111.1	4,202.6	4,277.1	4,382.1	4,571.9	4,583.8	4,443.7	4,433.4
FEMALES											
Agriculture, forestry, fishing and hunting	104.1	97.3	97.1	111.2	116.2	107.7	123.6	115.0	120.2	118.2	117.7
Mining	9.1	6.9	8.4	9.6	7.4	9.7	8.0	11.3	9.5	7.9	8.7
Manufacturing	295.6	282.3	292.8	300.6	305.1	304.2	316.6	340.7	317.8	310.5	299.2
Electricity, gas and water	9.6	11.3	13.6	11.2	14.5	13.5	11.4	10.4	12.4	12.2	14.3
Construction	43.8	41.5	43.1	58.3	66.2	60.1	67.2	75.4	75.2	61.8	68.2
Wholesale and retail trade	541.3	527.7	548.4	569.5	609.2	615.6	662.5	735.4	726.7	712.4	727.4
Transport and storage	60.4	54.9	57.5	58.7	69.1	67.1	73.5	82.4	82.2	81.6	73.2
Communication	32.7	35.9	32.0	36.2	41.7	35.3	35.5	38.3	38.9	38.3	35.8
Finance, property and business services	272.2	274.2	294.8	308.2	339.4	360.6	401.0	424.0	454.8	434.4	439.7
Public administration and defence	90.3	103.0	107.9	121.9	115.8	129.3	121.7	126.7	149.1	153.5	128.6
Community services	665.5	677.3	727.7	734.5	775.8	831.4	845.2	880.4	934.9	954.6	981.0
Recreation, personal and other services	230.3	225.3	225.1	244.6	255.6	281.0	305.0	315.7	319.4	340.0	352.1
Total	2,355.0	2,337.4	2,448.1	2,564.5	2,716.0	2,815.2	2,971.3	3,155.7	3,241.2	3,225.5	3,245.8
PERSONS											
Agriculture, forestry, fishing and hunting	410.2	411.7	399.6	415.1	415.5	402.4	428.2	406.2	424.7	407.1	398.0
Mining	91.2	94.3	92.2	101.6	95.5	98.5	95.3	105.4	96.1	95.5	91.6
Manufacturing	1,196.3	1,132.0	1,142.2	1,113.2	1,131.6	1,154.4	1,203.6	1,236.0	1,200.4	1,107.1	1,106.2
Electricity, gas and water	128.8	136.0	148.0	138.7	137.5	119.6	113.9	113.4	104.8	103.7	105.4
Construction	466.7	388.0	423.5	471.2	493.4	487.9	529.2	601.4	585.3	510.2	526.9
Wholesale and retail trade	1,248.5	1,217.1	1,271.2	1,324.7	1,390.7	1,411.6	1,502.2	1,606.9	1,612.1	1,590.5	1,594.7
Transport and storage	375.2	365.2	354.9	377.4	396.4	375.3	379.1	407.5	402.2	399.2	375.0
Communication	129.6	140.3	131.9	149.2	149.1	139.5	134.8	139.8	145.0	132.5	115.6
Finance, property and business services	587.0	574.5	620.3	668.0	703.2	771.1	805.5	875.2	904.3	893.9	898.8
Public administration and defence	286.6	314.0	322.5	325.3	325.9	352.0	322.7	324.0	366.0	359.3	346.2
Community services	1,056.8	1,077.3	1,139.3	1,160.4	1,222.2	1,283.7	1,308.6	1,356.9	1,422.8	1,465.0	1,490.5
Recreation, personal and other services	402.5	390.8	420.6	430.9	457.7	496.3	530.2	554.7	561.3	605.2	630.4
Total	6,379.3	6,241.1	6,466.1	6,675.6	6,918.6	7,092.3	7,353.4	7,727.6	7,825.0	7,669.2	7,679.3

(a) Estimates from August 1986 are based on a revised definition introduced in April 1986. See the Technical Notes for further information.

Source: *The Labour Force, Australia* (6203.0).

TABLE 3.8. EMPLOYED PERSONS: PROPORTIONS BY INDUSTRY, AUSTRALIA, AUGUST 1982 TO AUGUST 1992
(per cent)

Industry	August										
	1982	1983	1984	1985	1986(a)	1987	1988	1989	1990	1991	1992
MALES											
Agriculture, forestry, fishing and hunting	7.6	8.1	7.5	7.4	7.1	6.9	7.0	6.4	6.6	6.5	6.3
Mining	2.0	2.2	2.1	2.2	2.1	2.1	2.0	2.1	1.9	2.0	1.9
Manufacturing	22.4	21.8	21.1	19.8	19.7	19.9	20.2	19.6	19.3	17.9	18.2
Electricity, gas and water	3.0	3.2	3.3	3.1	2.9	2.5	2.3	2.3	2.0	2.1	2.1
Construction	10.5	8.9	9.5	10.0	10.2	10.0	10.5	11.5	11.1	10.1	10.4
Wholesale and retail trade	17.6	17.7	18.0	18.4	18.6	18.6	19.2	19.1	19.3	19.8	19.6
Transport and storage	7.8	7.9	7.4	7.8	7.8	7.2	7.0	7.1	7.0	7.1	6.8
Communication	2.4	2.7	2.5	2.7	2.6	2.4	2.3	2.2	2.3	2.1	1.8
Finance, property and business services	7.8	7.7	8.1	8.8	8.7	9.6	9.2	9.9	9.8	10.3	10.4
Public administration and defence	4.9	5.4	5.3	4.9	5.0	5.2	4.6	4.3	4.7	4.6	4.9
Community services	9.7	10.2	10.2	10.4	10.6	10.6	10.6	10.4	10.6	11.5	11.5
Recreation, personal and other services	4.3	4.2	4.9	4.5	4.8	5.0	5.1	5.2	5.3	6.0	6.3
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
FEMALES											
Agriculture, forestry, fishing and hunting	4.4	4.2	4.0	4.3	4.3	3.8	4.2	3.6	3.7	3.7	3.6
Mining	0.4	0.3	0.3	0.4	0.3	0.3	0.3	0.4	0.3	0.2	0.3
Manufacturing	12.6	12.1	12.0	11.7	11.2	10.8	10.7	10.8	9.8	9.6	9.2
Electricity, gas and water	0.4	0.5	0.6	0.4	0.5	0.5	0.4	0.3	0.4	0.4	0.4
Construction	1.9	1.8	1.8	2.3	2.4	2.1	2.3	2.4	2.3	1.9	2.1
Wholesale and retail trade	23.0	22.6	22.4	22.2	22.4	21.9	22.3	23.3	22.4	22.1	22.4
Transport and storage	2.6	2.3	2.3	2.3	2.5	2.4	2.5	2.6	2.5	2.5	2.3
Communication	1.4	1.5	1.3	1.4	1.5	1.3	1.2	1.2	1.2	1.2	1.1
Finance, property and business services	11.6	11.7	12.0	12.0	12.5	12.8	13.5	13.4	14.0	13.5	13.6
Public administration and defence	3.8	4.4	4.4	4.8	4.3	4.6	4.1	4.0	4.6	4.8	4.0
Community services	28.3	29.0	29.7	28.6	28.6	29.5	28.4	27.9	28.8	29.6	30.2
Recreation, personal and other services	9.8	9.6	9.2	9.5	9.4	10.0	10.3	10.0	9.9	10.5	10.9
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
PERSONS											
Agriculture, forestry, fishing and hunting	6.4	6.6	6.2	6.2	6.0	5.7	5.8	5.3	5.4	5.3	5.2
Mining	1.4	1.5	1.4	1.5	1.4	1.4	1.3	1.4	1.2	1.2	1.2
Manufacturing	18.8	18.1	17.7	16.7	16.4	16.3	16.4	16.0	15.3	14.4	14.4
Electricity, gas and water	2.0	2.2	2.3	2.1	2.0	1.7	1.5	1.5	1.3	1.4	1.4
Construction	7.3	6.2	6.5	7.1	7.1	6.9	7.2	7.8	7.5	6.7	6.9
Wholesale and retail trade	19.6	19.5	19.7	19.8	20.1	19.9	20.4	20.8	20.6	20.7	20.8
Transport and storage	5.9	5.9	5.5	5.7	5.7	5.3	5.2	5.3	5.1	5.2	4.9
Communication	2.0	2.2	2.0	2.2	2.2	2.0	1.8	1.8	1.9	1.7	1.5
Finance, property and business services	9.2	9.2	9.6	10.0	10.2	10.9	11.0	11.3	11.6	11.7	11.7
Public administration and defence	4.5	5.0	5.0	4.9	4.7	5.0	4.4	4.2	4.7	4.7	4.5
Community services	16.6	17.3	17.6	17.4	17.7	18.1	17.8	17.6	18.2	19.1	19.3
Recreation, personal and other services	6.3	6.3	6.5	6.5	6.6	7.0	7.2	7.2	7.2	7.9	8.2
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

(a) Estimates from August 1986 are based on a revised definition introduced in April 1986. See the Technical Notes for further information.

Source: The Labour Force, Australia (6203.0).

Employed Wage and Salary Earners (Source: Employed Wage and Salary Earners, Australia (6248.0))

The Survey of Employment and Earnings is completed by a sample of employers. The survey has two components. One is a sample survey of about 11,000 private employers in industries other than agriculture, forestry, fishing and hunting; the other is a sample of 2,500 Government agencies. In contrast to the Monthly Labour Force Survey, the Survey of Employment and Earnings is conducted by mail and, as in all ABS employer surveys, covers only wage and salary earners who receive pay for any part of the survey reference period. Employed wage and salary earner data from the Survey of Employment and Earnings are presented below and analysed according to private/public sector, industry and size of employer.

In the year to August 1992, the number of wage and salary earners decreased by 74,200 (1.3%) to 5,841,100. Most of the decrease was in the Commonwealth government sector which showed a fall of 13.4 per cent to 388,500 persons primarily due to the cessation of employment of temporary employees for the Population Census.

During the year to August 1992 the Public Administration and Defence industry displayed the greatest percentage decline (10.6%) to 321,000, while the Finance, property and business services industry showed the largest rise (2.4%) to 761,200.

In August 1992 there were an estimated 4,271,900 full-time and 1,569,200 part-time employees in Australia - a decrease of 69,600 (1.6%) full-time and 4,600 (0.3%) part-time. The number of female wage and salary earners as a proportion of total wage and salary earners remained static between August 1991 to August 1992 at 46 per cent.

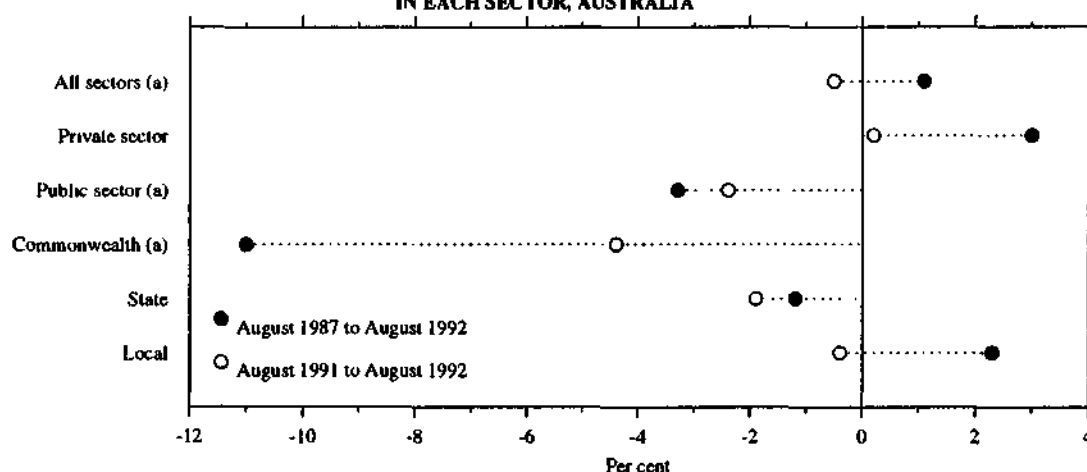
TABLE 3.9. EMPLOYED WAGE AND SALARY EARNERS: SECTOR, AUSTRALIA ('000)

August	Private sector	Public sector			Total	Total
		Commonwealth	State	Local		
1987	4,034.1	436.5	1,149.6	156.7	1,742.8	5,776.9
1988	4,255.8	427.3	1,155.8	155.4	1,738.4	5,994.3
1989	4,481.4	396.9	1,173.6	157.2	1,727.7	6,209.1
1990	4,390.9	400.7	1,180.6	160.2	1,741.5	6,132.3
1991(a)	4,146.9	448.8	1,158.5	161.0	1,768.3	5,915.3
1992	4,156.4	388.5	1,136.0	160.3	1,684.8	5,841.1

(a) Includes 42,200 temporary population census employees.

Source: Employed Wage and Salary Earners, Australia (6248.0).

CHART 3.4. EMPLOYED WAGE AND SALARY EARNERS: PERCENTAGE GROWTH IN EACH SECTOR, AUSTRALIA



(a) Excludes 42,200 temporary Population Census employees in August 1991.

Source: Employed Wage and Salary Earners, Australia (6248.0)

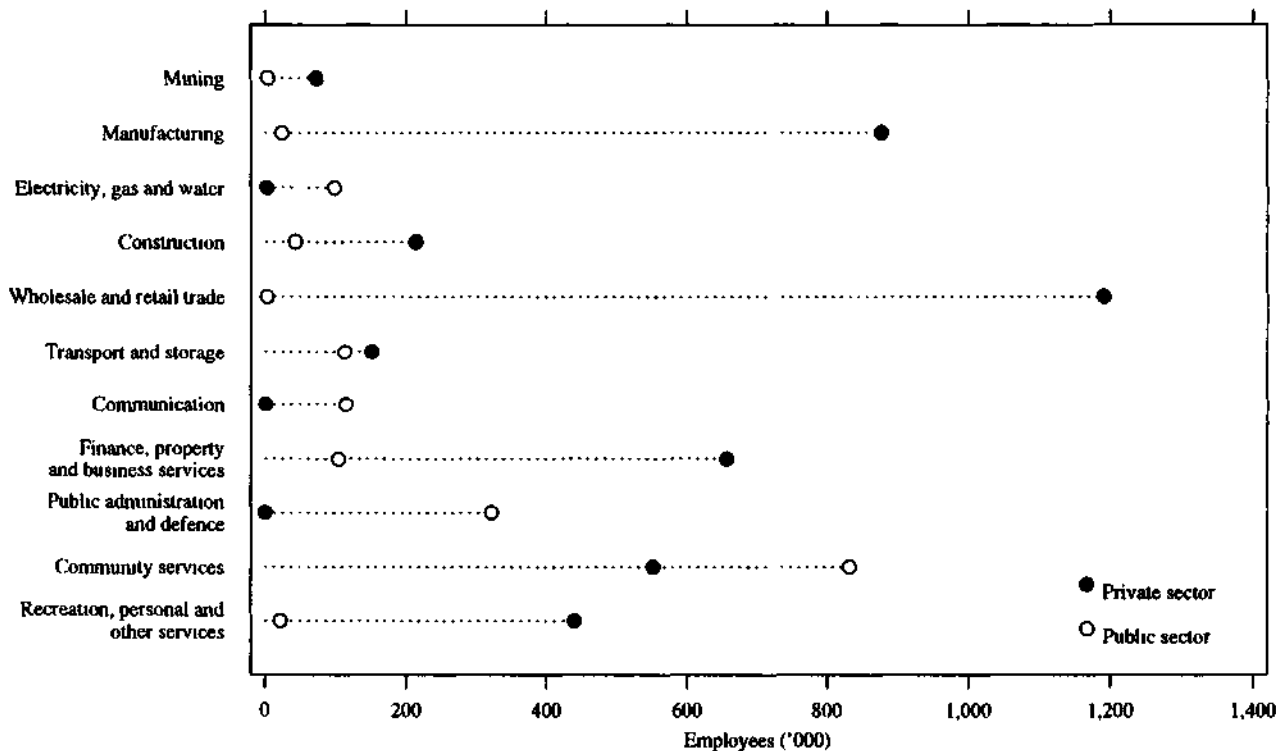
TABLE 3.10. EMPLOYED WAGE AND SALARY EARNERS: SECTOR AND INDUSTRY, AUSTRALIA, AUGUST 1992
('000)

Industry	Public sector			Private sector			Total		
	Males	Females	Persons	Males	Females	Persons	Males	Females	Persons
Mining	4.6	0.1	4.8	64.6	8.3	72.9	69.3	8.4	77.7
Manufacturing	20.4	4.0	24.3	637.5	238.8	876.3	657.9	242.8	900.7
Electricity, gas and water	86.5	11.8	98.3	2.4	0.7	3.1	88.9	12.5	101.4
Construction	34.1	8.6	42.7	176.2	37.6	213.9	210.3	46.3	256.6
Wholesale trade	1.6	0.9	2.5	257.9	127.7	385.6	259.4	128.6	388.0
Retail trade	0.2	0.1	0.3	368.8	436.1	804.9	369.0	436.2	805.3
Transport and storage	98.2	15.0	113.3	109.7	41.5	151.2	208.0	56.5	264.5
Communication	83.8	31.3	115.1	0.7	0.3	1.0	84.5	31.6	116.1
Finance, property and business services	43.6	60.8	104.5	307.6	349.1	656.7	351.2	410.0	761.2
Public administration and defence	191.4	129.6	321.0	..	..	..	191.4	129.6	321.0
Community services	325.4	505.7	831.2	156.1	395.6	551.7	481.5	901.4	1,382.9
Recreation, personal and other services	10.4	11.2	21.6	195.5	243.5	439.0	205.9	254.7	460.6
Total all industries(a)	904.4	780.4	1,684.8	2,277.0	1,879.3	4,156.4	3,181.4	2,659.7	5,841.1

(a) Includes, for the public sector, 4,100 males and 1,100 females in Agriculture, forestry, fishing and hunting; similar data for the private sector are not collected.

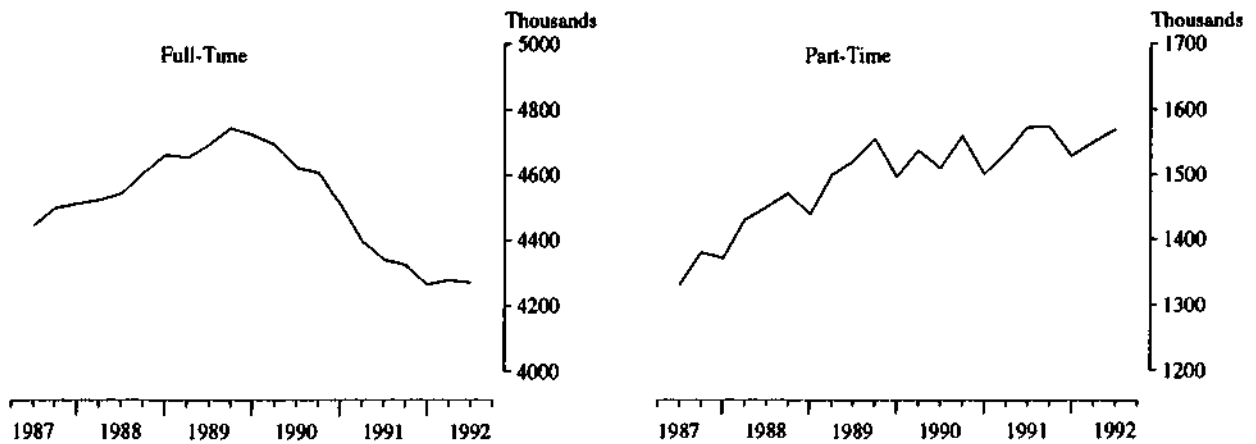
Source: *Employed Wage and Salary Earners, Australia* (6248.0).

CHART 3.5. EMPLOYED WAGE AND SALARY EARNERS: INDUSTRY AND SECTOR
AUSTRALIA, AUGUST 1992



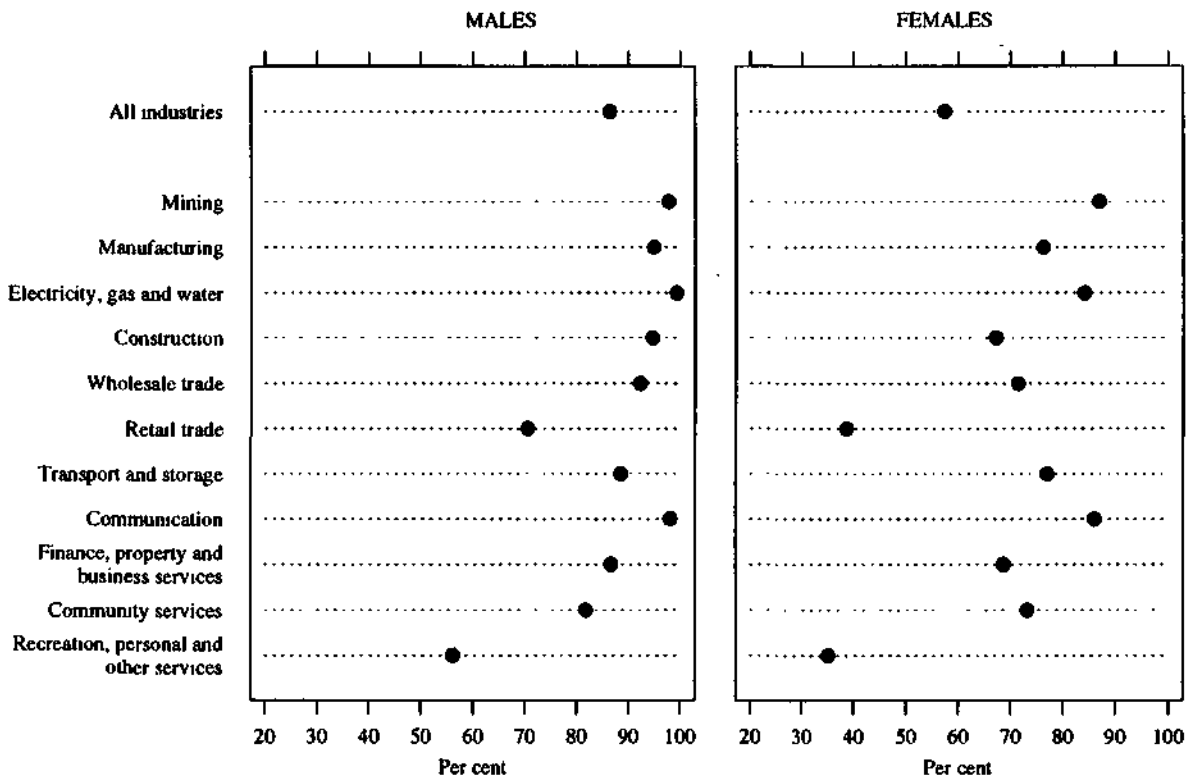
Source: *Employed Wage and Salary Earners, Australia* (6248.0)

**CHART 3.6. EMPLOYED WAGE AND SALARY EARNERS,
PERSONS, AUSTRALIA**



Source: *Employed Wage and Salary Earners, Australia (6248.0)*.

**CHART 3.7. EMPLOYED WAGE AND SALARY EARNERS: FULL-TIME EMPLOYEES AS A
PERCENTAGE OF TOTAL, BY INDUSTRY, AUSTRALIA, AUGUST 1992**



Source: *Employed Wage and Salary Earners, Australia (6248.0)*.

TABLE 3.11. EMPLOYED WAGE AND SALARY EARNERS: FULL-TIME AND PART-TIME STATUS, INDUSTRY AND SECTOR, AUSTRALIA

Industry/Sector	Number of employees ('000)								
	August 1990			August 1991			August 1992		
	Males	Females	Persons	Males	Females	Persons	Males	Females	Persons
FULL-TIME									
<i>Industry—</i>									
Mining	75.4	6.8	82.2	70.1	6.3	76.3	67.7	7.3	75.1
Manufacturing	716.4	228.4	944.8	620.6	198.9	819.5	624.1	185.0	809.1
Electricity, gas and water	98.9	11.9	110.8	93.8	11.4	105.2	88.2	10.5	98.6
Construction	239.9	33.1	273.0	218.1	34.1	252.2	198.9	31.1	229.9
Wholesale trade	254.3	98.1	352.4	236.3	89.0	325.3	239.5	92.0	331.5
Retail trade	292.6	183.5	476.1	271.6	172.9	444.5	260.1	168.4	428.4
Transport and storage	211.5	53.7	265.2	201.3	47.3	248.6	184.2	43.5	227.8
Communication	93.9	28.5	122.4	89.5	27.6	117.2	82.9	27.2	110.1
Finance, property and business services	331.9	304.1	635.9	297.3	275.7	573.0	304.6	281.5	586.1
Public administration and defence	181.0	94.2	275.3	180.2	97.0	277.1	182.1	94.9	276.9
Community services	382.8	490.2	873.0	388.9	502.9	891.9	393.9	494.8	888.6
Recreation, personal and other services	110.0	93.9	203.9	113.5	90.2	203.7	115.6	89.3	204.9
Total all industries(b)	2,994.7	1,627.6	4,622.3	2,787.1	1,554.5	4,341.5	2,745.7	1,526.3	4,271.9
<i>Sector—</i>									
Private	2,090.6	1,072.2	3,162.8	1,913.2	1,001.9	2,915.0	1,907.0	990.4	2,897.4
Public(b)	904.1	555.4	1,459.5	873.9	552.6	1,426.5	838.7	535.8	1,374.5
PART-TIME									
<i>Industry—</i>									
Mining	1.0	1.1	2.0	0.8	0.9	1.7	1.5	1.1	2.6
Manufacturing	29.0	61.4	90.4	28.8	56.3	85.1	33.8	57.8	91.6
Electricity, gas and water	1.3	2.0	3.3	3.0	2.2	5.2	0.7	2.0	2.7
Construction	9.0	16.0	24.9	13.5	17.1	30.5	11.4	15.2	26.6
Wholesale trade	18.3	34.1	52.4	19.0	35.6	54.5	19.9	36.6	56.5
Retail trade	108.0	265.7	373.7	108.7	272.0	380.7	109.0	267.9	376.8
Transport and storage	19.5	14.0	33.5	16.5	11.7	28.1	23.7	13.0	36.7
Communication	1.1	5.2	6.3	1.4	5.2	6.6	1.6	4.5	6.0
Finance, property and business services	46.3	120.0	166.3	45.5	124.7	170.2	46.6	128.4	175.1
Public administration and defence(a)	7.0	29.4	36.4	22.9	58.8	81.7	9.3	34.7	44.0
Community services	75.9	380.5	456.4	77.2	395.7	472.9	87.7	406.6	494.3
Recreation, personal and other services	90.7	173.1	263.8	83.6	172.4	256.0	90.3	165.4	255.7
Total all industries(a)(b)	407.3	1,102.8	1,510.1	420.9	1,152.9	1,573.8	435.8	1,133.4	1,569.2
<i>Sector—</i>									
Private	348.1	880.0	1,228.1	343.9	888.0	1,231.9	370.1	888.9	1,259.0
Public(a)(b)	59.2	222.8	282.0	76.9	264.9	341.8	65.7	244.5	310.3
TOTAL									
<i>Industry—</i>									
Mining	76.4	7.9	84.2	70.8	7.2	78.0	69.3	8.4	77.7
Manufacturing	745.3	289.9	1035.2	649.4	255.2	904.6	657.9	242.8	900.7
Electricity, gas and water	100.2	13.9	114.0	96.7	13.6	110.4	88.9	12.5	101.4
Construction	248.9	49.1	298.0	231.6	51.2	282.7	210.3	46.3	256.6
Wholesale trade	272.6	132.2	404.8	255.3	124.6	379.8	259.4	128.6	388.0
Retail trade	400.6	449.2	849.8	380.3	444.9	825.2	369.0	436.2	805.3
Transport and storage	231.0	67.7	298.7	217.8	59.0	276.8	208.0	56.5	264.5
Communication	95.1	33.7	128.8	91.0	32.8	123.8	84.5	31.6	116.1
Finance, property and business services	378.2	424.0	802.2	342.7	400.4	743.2	351.2	410.0	761.2
Public administration and defence (a)	188.0	123.7	311.7	203.1	155.8	358.9	191.4	129.6	321.0
Community services	458.7	870.7	1329.4	466.1	898.6	1,364.8	481.5	901.4	1,382.9
Recreation, personal and other services	200.7	267.0	467.7	197.1	262.6	459.7	205.9	254.7	460.6
Total all industries (a)(b)	3,401.9	2,730.4	6,132.3	3,207.9	2,707.4	5,915.3	3,181.4	2,659.7	5,841.1
<i>Sector—</i>									
Private	2,438.7	1,952.2	4,390.9	2,257.1	1,889.9	4,146.9	2,277.0	1,879.3	4,156.4
Public(a)(b)	963.2	778.2	1,741.5	950.8	817.5	1,768.3	904.4	780.4	1,684.8

(a) Includes 42,200 temporary Population Census employees for August 1991. (b) Includes employees of government agencies classified to Agriculture, forestry, fishing and hunting.

Source: Employed Wage and Salary Earners, Australia (6248.0).

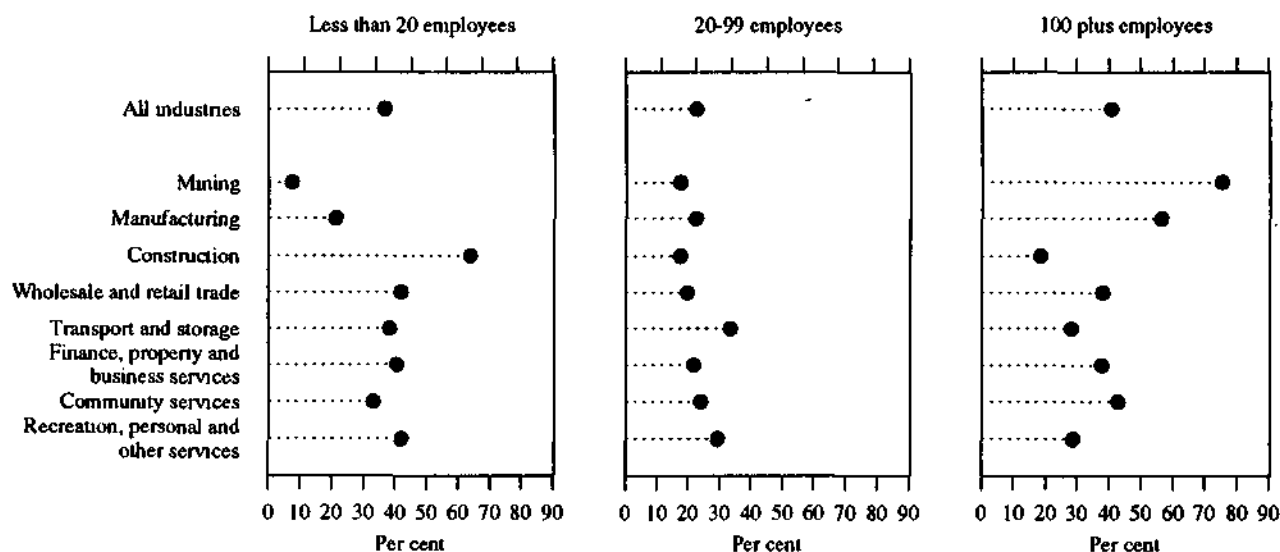
TABLE 3.12. EMPLOYED WAGE AND SALARY EARNERS: FULL-TIME AND PART-TIME STATUS
(^{'000})

State/Territory	August 1990			August 1991(a)			August 1992		
	Males	Females	Persons	Males	Females	Persons	Males	Females	Persons
FULL-TIME									
New South Wales	1,037.8	575.5	1,613.2	965.0	551.3	1,516.3	942.0	539.9	1,481.9
Victoria	834.9	465.0	1,299.9	744.3	424.6	1,168.9	721.9	408.2	1,130.1
Queensland	456.7	237.1	693.8	429.7	237.8	667.4	440.1	249.4	689.5
South Australia	247.5	121.3	368.8	237.6	117.8	355.3	225.5	107.7	333.2
Western Australia	253.2	134.1	387.3	248.4	129.0	377.4	264.2	128.8	392.9
Tasmania	75.4	36.7	112.1	72.1	34.3	106.4	68.1	33.4	101.5
Northern Territory	29.6	18.1	47.8	31.6	19.0	50.5	25.1	16.9	42.0
Australian Capital Territory	59.5	39.8	99.3	58.5	40.7	99.2	58.7	42.0	100.7
Australia	2,994.7	1,627.6	4,622.3	2,787.1	1,554.5	4,341.5	2,745.7	1,526.3	4,271.9
PART-TIME									
New South Wales	151.5	374.8	526.3	148.1	377.0	525.2	153.8	370.4	524.2
Victoria	106.7	294.9	401.6	110.3	310.2	420.5	115.6	314.6	430.2
Queensland	63.5	160.5	224.0	66.2	174.7	240.9	66.9	166.4	233.3
South Australia	33.7	113.6	147.3	38.4	119.3	157.7	35.2	103.7	138.9
Western Australia	30.2	100.3	130.5	32.5	106.7	139.2	39.4	111.9	151.3
Tasmania	9.3	27.7	37.0	11.6	33.4	45.0	10.1	32.7	42.8
Northern Territory	5.3	9.6	14.8	5.5	8.8	14.3	5.3	9.1	14.5
Australian Capital Territory	7.1	21.6	28.6	8.2	22.8	31.0	9.4	24.6	34.0
Australia	407.3	1,102.8	1,510.1	420.9	1,152.9	1,573.8	435.8	1,133.4	1,569.2
TOTAL									
New South Wales	1,189.3	950.2	2,139.6	1,113.2	928.3	2,041.5	1,095.8	910.3	2,006.1
Victoria	941.6	759.9	1,701.5	854.6	734.8	1,589.4	837.4	722.8	1,560.3
Queensland	520.3	397.5	917.8	495.9	412.5	908.4	507.1	415.8	922.9
South Australia	281.2	234.9	516.1	276.0	237.1	513.1	260.8	211.3	472.1
Western Australia	283.4	234.4	517.8	280.9	235.7	516.6	303.6	240.7	544.2
Tasmania	84.6	64.4	149.0	83.7	67.7	151.4	78.3	66.1	144.3
Northern Territory	34.9	27.7	62.6	37.1	27.7	64.8	30.5	26.0	56.5
Australian Capital Territory	66.6	61.3	127.9	66.7	63.4	130.1	68.1	66.7	134.8
Australia	3401.9	2730.4	6132.3	3207.9	2707.4	5915.3	3,181.4	2,659.7	5,841.1

(a) Includes 42,200 temporary Population Census employees.

Source: *Employed Wage and Salary Earners, Australia (6248.0)*.

CHART 3.8. EMPLOYED WAGE AND SALARY EARNERS: PROPORTION OF EMPLOYEES BY EMPLOYER UNIT SIZE, PRIVATE SECTOR AND INDUSTRY, AUSTRALIA, AUGUST 1992



Source: *Employed Wage and Salary Earners, Australia (6248.0)*.

Labour Force Experience

An estimated 8,545,200 persons had worked at some time during the year ending March 1992. Of these persons 67 per cent had worked for the full 52 weeks, comprising 72 per cent of male workers and 61 per cent of female workers.

The proportion of males working at some time during the year has decreased slightly since 1990, from 83 per cent in 1990 to 80 per cent in 1992. The proportion of females working during the year has decreased from 63 per cent in 1990 to 61 per cent in 1992.

Of male workers 84 per cent had worked all their weeks on a full-time basis compared with 52 per cent for female workers.

TABLE 3.13. PERSONS WHO WORKED AT SOME TIME DURING THE YEAR ENDING MARCH 1992: TIME WORKED DURING THE YEAR, MARITAL STATUS AND FULL-TIME/PART-TIME STATUS DURING THE YEAR, AUSTRALIA ('000)

Time worked during the preceding year (weeks)	Married			Not-married			Total		
	Males	Females	Persons	Males	Females	Persons	Males	Females	Persons
TIME WORKED WAS ALL FULL-TIME									
1 and under 4	7.9	9.5	17.4	17.7	10.6	28.4	25.6	20.1	45.7
4 and under 13	32.6	25.3	57.9	64.7	29.9	94.6	97.3	55.1	152.5
13 and under 26	57.6	39.3	96.8	60.3	29.6	89.9	117.9	68.8	186.7
26 and under 39	89.5	51.2	140.7	70.6	33.9	104.4	160.1	85.1	245.2
39 and under 49	166.0	72.2	238.2	94.5	56.5	151.1	260.5	128.7	389.3
49 and under 52	116.7	42.7	159.4	50.1	28.0	78.1	166.8	70.6	237.5
52	2,316.7	850.5	3,167.1	935.1	644.9	1,580.1	3,251.8	1,495.4	4,747.2
Total	2,787.0	1,090.6	3,877.5	1,293.1	833.4	2,126.5	4,080.1	1,923.9	6,004.0
TIME WORKED WAS MORE FULL-TIME THAN PART-TIME									
1 and under 13	*2.5	*2.7	5.2	6.6	7.1	13.8	9.1	9.8	18.9
13 and under 26	7.4	8.4	15.9	12.6	5.7	18.3	20.0	14.1	34.1
26 and under 39	13.6	11.0	24.6	21.4	10.4	31.8	35.1	21.4	56.5
39 and under 49	40.9	20.8	61.7	22.6	18.5	41.1	63.6	39.3	102.9
49 and under 52	15.6	10.2	25.8	10.5	10.1	20.6	26.0	20.3	46.3
52	65.6	58.8	124.4	35.6	29.9	65.5	101.1	88.7	189.9
Total	145.6	111.9	257.5	109.3	81.8	191.1	254.9	193.7	448.6
TIME WORKED WAS MORE PART-TIME THAN FULL-TIME									
1 and under 13	*2.9	4.0	6.9	4.2	*2.9	7.1	7.1	6.9	14.0
13 and under 26	4.1	4.2	8.3	7.8	4.8	12.6	11.8	9.0	20.8
26 and under 39	7.7	11.5	19.2	9.2	9.9	19.1	16.9	21.4	38.3
39 and under 49	12.8	20.2	33.1	11.6	15.4	27.0	24.5	35.6	60.1
49 and under 52	4.2	8.6	12.8	5.2	8.7	13.9	9.4	17.3	26.7
52	13.0	52.7	65.8	11.0	20.7	31.7	24.0	73.4	97.4
Total	44.8	101.1	146.0	49.0	62.5	111.4	93.8	163.6	257.4
TIME WORKED WAS ALL PART-TIME									
1 and under 4	7.9	25.7	33.7	23.6	27.3	51.0	31.6	53.1	84.6
4 and under 13	14.1	68.6	82.6	48.1	57.0	105.0	62.2	125.5	187.7
13 and under 26	14.4	69.7	84.1	43.2	57.0	100.2	57.6	126.7	184.3
26 and under 39	16.7	80.9	97.6	34.5	50.7	85.2	51.1	131.6	182.8
39 and under 49	22.9	164.0	186.9	47.6	77.2	124.8	70.5	241.2	311.7
49 and under 52	8.7	86.0	94.7	20.1	41.6	61.7	28.8	127.6	156.4
52	57.1	455.2	512.2	76.6	138.9	215.5	133.7	594.0	727.7
Total	141.8	950.1	1,091.9	293.7	449.6	743.4	435.5	1,399.7	1,835.2
TOTAL									
1 and under 4	16.1	35.6	51.7	42.1	40.1	82.2	58.2	75.7	133.9
4 and under 13	51.9	100.1	152.0	122.9	94.8	217.7	174.7	194.9	369.6
13 and under 26	83.4	121.6	205.0	123.9	97.0	220.9	207.3	218.6	425.9
26 and under 39	127.6	154.6	282.2	135.7	104.9	240.6	263.3	259.5	522.7
39 and under 49	242.7	277.2	519.9	176.4	167.6	344.0	419.1	444.8	863.9
49 and under 52	145.2	147.4	292.7	85.8	88.4	174.2	231.0	235.9	466.9
52	2,452.3	1,417.2	3,869.5	1,058.3	834.4	1,892.8	3,510.6	2,251.6	5,762.2
Total	3,119.2	2,253.7	5,372.9	1,745.1	1,427.3	3,172.4	4,864.3	3,680.9	8,545.2

Source: Labour Force Experience, Australia (6206.0).

Labour Mobility

An estimated 8,564,100 persons aged 15 to 69 years had worked at some time during the year ending February 1992. Of the 7,652,500 persons working in February 1992 —

- 80 per cent had been in their current job for the whole year
- 7.6 per cent had started their current job during the year, and had no previous job during the year
- 12 per cent had changed jobs during the year
- 4.2 per cent changed industry from previous to current job
- 3.4 per cent changed occupation from previous to current job.

The proportion of workers who were job mobile during the year ended 1992 was 20 per cent — a decrease of 2 percentage points from the 1991 survey result. The majority of those who were job mobile changed employer or business (84%). The remaining 16 per cent changed locality but not employer or business. Job mobility ratios were similar for males and females (19% and 20% respectively).

An estimated 20 per cent of persons working in February 1992 had been in their current job for less than one year. By comparison, the proportion of persons who had been in their current job for ten years or more was estimated at 24 per cent.

TABLE 3.14. PERSONS AGED 15 TO 69 YEARS WHO WORKED AT SOME TIME DURING THE PREVIOUS TWELVE MONTHS: JOB MOBILITY, AUSTRALIA, FEBRUARY 1987 TO FEBRUARY 1992

	Survey conducted in February—						
Job mobility	1987	1988	1989	1990	1991	1992	
	—per cent—						('000)
MALES							
Changed employer/business or locality	17.5	18.8	20.2	22.0	21.9	19.4	948.9
Changed employer/business	13.1	13.3	14.8	18.3	18.6	16.1	787.8
Changed locality but not employer/business	4.4	5.5	5.4	3.7	3.3	3.3	161.1
Did not change employer/business or locality	82.3	81.2	79.8	78.0	78.1	80.6	3,931.2
Total	100.0	100.0	100.0	100.0	100.0	100.0	4,880.1
FEMALES							
Changed employer/business or locality	16.4	17.3	19.1	22.0	21.9	20.1	741.4
Changed employer/business	12.8	13.3	15.0	19.0	19.2	17.3	635.8
Changed locality but not employer/business	3.5	4.0	4.0	3.0	2.7	2.9	105.6
Did not change employer/business or locality	83.4	82.7	80.9	78.0	78.1	79.9	2,942.6
Total	100.0	100.0	100.0	100.0	100.0	100.0	3,684.0
PERSONS							
Changed employer/business or locality	17.1	18.2	19.7	22.0	21.9	19.7	1,690.3
Changed employer/business	13.0	13.3	14.9	18.6	18.8	16.6	1,423.6
Changed locality but not employer/business	4.1	4.9	4.8	3.4	3.1	3.1	266.7
Did not change employer/business or locality	82.8	81.8	80.3	78.0	78.1	80.3	6,873.9
Total	100.0	100.0	100.0	100.0	100.0	100.0	8,564.1

Source: *Labour Mobility, Australia* (6209.0).

**TABLE 3.15. PERSONS WHO WERE WORKING AT THE TIME OF THE SURVEY: LABOUR MOBILITY
FROM LAST JOB TO CURRENT JOB, AUSTRALIA, FEBRUARY 1987 TO FEBRUARY 1992**

	Survey conducted in February—						
	1987(a)	1988	1989	1990	1991		1992
	—per cent—						('000)
MALES							
Working at time of survey	100.0	100.0	100.0	100.0	100.0	100.0	4,420.7
For one year or more in current job	77.1	75.7	73.7	75.4	80.2	81.6	3,606.4
For less than one year in current job	22.7	24.3	26.3	24.6	19.8	18.4	814.2
No previous job during the year	5.7	5.9	6.4	6.9	5.5	6.3	277.0
Had a previous job during the year	17.0	18.4	19.9	17.7	14.3	12.2	537.2
Same industry	10.7	11.8	12.2	10.4	9.3	8.0	351.6
Changed industry	6.3	6.6	7.7	7.2	5.1	4.2	185.6
Same occupation	11.7	12.9	13.9	11.3	10.0	8.6	379.8
Changed occupation	5.3	5.5	6.0	6.3	4.3	3.6	157.5
FEMALES							
Working at time of survey	100.0	100.0	100.0	100.0	100.0	100.0	3,231.8
For one year or more in current job	71.0	71.5	69.8	70.8	76.3	78.8	2,545.4
For less than one year in current job	28.7	28.5	30.2	29.2	23.7	21.2	686.4
No previous job during the year	12.9	11.4	11.4	11.8	10.0	9.4	302.9
Had a previous job during the year	15.8	17.0	18.8	17.4	13.7	11.9	383.5
Same industry	9.2	10.8	11.3	9.8	8.1	7.8	251.0
Changed industry	6.6	6.3	7.5	7.5	5.5	4.1	132.5
Same occupation	11.2	12.4	13.2	11.6	9.7	8.7	280.3
Changed occupation	4.7	4.7	5.6	5.8	4.0	3.2	103.2
PERSONS							
Working at time of survey	100.0	100.0	100.0	100.0	100.0	100.0	7,652.5
For one year or more in current job	74.7	74.0	72.1	73.5	78.6	80.4	6,151.9
For less than one year in current job	25.1	26.0	27.9	26.5	21.4	19.6	1,500.6
No previous job during the year	8.6	8.1	8.5	8.9	7.4	7.6	579.9
Had a previous job during the year	16.5	17.9	19.5	17.5	14.1	12.0	920.7
Same industry	10.1	11.4	11.9	10.2	8.8	7.9	602.6
Changed industry	6.4	6.5	7.6	7.3	5.3	4.2	318.1
Same occupation	11.5	12.7	13.6	11.4	9.9	8.6	660.0
Changed occupation	5.0	5.2	5.9	6.1	4.2	3.4	260.7

(a) 'Working at time of survey' includes a small number of persons whose duration of current job could not be determined.

Source: Labour Mobility, Australia (6209.0).

**TABLE 3.16. PERSONS WHO WERE WORKING AT THE TIME OF THE SURVEY: DURATION OF CURRENT JOB, AUSTRALIA,
FEBRUARY 1987 TO FEBRUARY 1992**

	Survey conducted in February—						
	1987(a)	1988	1989	1990	1991		1992
Duration of current job	—per cent—						(^{'000})
Under 1 year	25.1	26.0	27.9	26.5	21.4	19.6	1,500.6
Under 3 months	10.3	10.4	11.7	10.4	8.3	7.7	588.5
3 and under 6 months	5.9	6.4	6.4	5.8	4.9	4.6	354.5
6 and under 12 months	8.9	9.2	9.8	10.2	8.3	7.3	557.7
1 and under 2 years	12.0	11.8	11.6	13.3	13.2	10.8	825.1
2 and under 3 years	9.2	9.8	9.2	9.8	11.5	11.7	896.3
3 and under 5 years	11.9	12.9	13.5	13.2	14.4	16.4	1,256.7
5 and under 10 years	17.4	15.8	15.2	15.5	16.2	17.8	1,363.8
10 years and over	24.2	23.7	22.4	21.9	23.2	23.7	1,810.0
10 and under 20 years	15.9	15.6	14.5	14.2	15.2	15.5	1,185.7
20 years and over	8.3	8.1	7.9	7.7	8.1	8.2	624.3
Total	100.0	100.0	100.0	100.0	100.0	100.0	7,652.5

(a) Totals include a small number of persons whose duration of current job could not be determined.

Source: Labour Mobility, Australia (6209.0).

**TABLE 3.17. PERSONS WHO CEASED A JOB DURING THE YEAR ENDING FEBRUARY 1992
DURATION OF LAST JOB AND REASON FOR CEASING LAST JOB, AUSTRALIA
(^{'000})**

Duration of last job	Reason for ceasing last job									
	Job loser			Job leaver						
	Job was			Ceased a job with employer/business						
	Retre- nched	to return to studies	Own ill health or injury	Total	Unsatis- factory work condi- tions	Job was tempor- ary or seasonal and left to return to studies	Other	Total	Changed locality but not employer	Total
MALES										
Under 1 year	141.6	86.2	13.8	241.6	34.1	25.5	77.4	137.1	56.5	193.6
Under 3 months	56.6	57.8	7.7	122.1	14.6	22.9	26.9	64.3	19.5	83.9
3 and under 6 months	37.2	16.4	*1.6	55.2	8.7	*1.9	21.2	31.8	13.1	44.9
6 and under 12 months	47.8	12.0	4.5	64.3	10.9	*0.7	29.3	41.0	23.9	64.9
1 and under 2 years	59.6	3.9	*2.3	65.9	8.9	*1.1	40.6	50.6	33.2	83.8
2 and under 3 years	43.1	*2.6	3.9	49.5	9.9	*0.0	31.4	41.3	29.4	70.7
3 and under 5 years	42.7	*1.9	3.7	48.2	5.0	*0.0	29.8	34.8	25.9	60.7
5 and under 10 years	29.1	*1.9	*3.2	34.1	3.5	*0.1	26.8	30.4	18.1	48.5
10 years and over	43.0	*0.7	6.0	49.6	*2.0	*0.0	35.4	37.4	12.9	50.3
10 and under 20 years	23.3	*0.7	3.8	27.8	*1.7	*0.0	19.4	21.1	10.4	31.4
20 years and over	19.7	*0.0	*2.1	21.8	*0.3	*0.0	16.0	16.3	*2.5	18.8
Total	359.0	97.1	32.8	488.9	63.4	26.7	241.4	331.6	176.1	507.6
FEMALES										
Under 1 year	79.0	91.1	11.0	181.1	32.8	21.9	103.0	157.7	39.5	197.3
Under 3 months	32.3	64.8	4.2	101.4	10.1	19.6	30.1	59.7	14.0	73.8
3 and under 6 months	18.9	13.4	*3.0	35.3	9.6	*1.1	26.1	36.8	11.1	47.9
6 and under 12 months	27.8	12.8	3.7	44.4	13.2	*1.2	46.8	61.2	14.4	75.6
1 and under 2 years	37.8	7.7	*2.2	47.7	12.1	*1.3	58.1	71.5	25.2	96.7
2 and under 3 years	21.7	4.1	4.1	29.9	8.1	*0.1	41.3	49.5	17.0	66.5
3 and under 5 years	21.0	*2.9	*1.2	25.1	4.0	*0.1	54.0	58.2	17.5	75.7
5 and under 10 years	13.6	*2.2	*2.1	17.9	*2.6	*0.3	33.9	36.7	10.7	47.4
10 years and over	15.2	*1.9	*2.7	19.8	*2.3	*0.0	24.4	26.7	3.9	30.6
10 and under 20 years	11.9	*1.3	*1.9	15.2	*1.7	*0.0	19.1	20.8	3.9	24.6
20 years and over	*3.3	*0.5	*0.8	4.6	*0.7	*0.0	5.3	5.9	*0.0	5.9
Total	188.5	109.8	23.4	321.6	61.9	23.7	314.6	400.2	113.9	514.1
PERSONS										
Under 1 year	220.6	177.3	24.7	422.7	66.9	47.4	180.4	294.8	96.1	390.9
Under 3 months	88.9	122.6	12.0	223.5	24.7	42.5	56.9	124.1	33.6	157.7
3 and under 6 months	56.1	29.8	4.6	90.5	18.2	*3.0	47.3	68.6	24.2	92.8
6 and under 12 months	75.7	24.8	8.2	108.7	24.1	*1.9	76.2	102.1	38.3	140.4
1 and under 2 years	97.4	11.6	4.6	113.6	21.0	*2.4	98.7	122.1	58.4	180.5
2 and under 3 years	64.8	6.6	8.0	79.4	18.0	*0.1	72.7	90.8	46.5	137.2
3 and under 5 years	63.7	4.8	4.9	73.4	9.0	*0.1	83.8	92.9	43.4	136.4
5 and under 10 years	42.7	4.0	5.3	52.0	6.1	*0.4	60.7	67.1	28.8	95.9
10 years and over	58.2	*2.5	8.7	69.4	4.3	*0.0	59.8	64.1	16.8	80.9
10 and under 20 years	35.2	*2.0	5.7	43.0	*3.4	*0.0	38.5	41.9	14.2	56.1
20 years and over	23.0	*0.5	*2.9	26.4	*0.9	*0.0	21.3	22.2	*2.5	24.8
Total	547.5	206.9	56.2	810.5	125.3	50.4	556.1	731.8	289.9	1,021.7
										1,832.3

Source: Labour Mobility, Australia (6209.0).

Multiple Jobholders

In July 1991, there were 331,600 persons aged 15 and over who were multiple jobholders. The proportion of employed persons who held a second job was 4.3 per cent July 1991. This ratio was 2.8 per cent in 1983.

Of the 331,600 multiple jobholders in July 1991, 51 per cent were female. About 66 per cent of multiple jobholders were married. Close to half (47%) of married multiple jobholders were either self-employed or employers in one of their jobs while 75 per cent of not-married multiple jobholders were employees in both jobs.

Over the last decade the number of persons who were employed in the Recreation, personal and other services industry in their second job as a proportion of persons employed in that industry (whether in their main or second job) has increased by 4 percentage points.

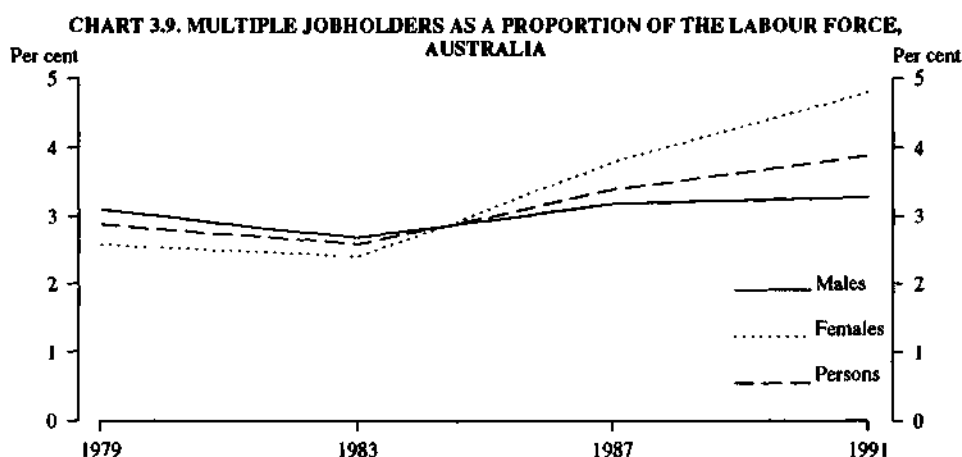
The 25-34 and 35-44 age groups had the highest proportion of multiple jobholders. Some 28 per cent of female multiple jobholders were in the 25-34 age group with 34 per cent in the 35-44 age group. These age groups accounted for 31 per cent and 29 per cent of male multiple jobholders respectively.

A greater proportion of female than male multiple jobholders worked as Clerks in their main job (28% compared to 9%). This is true also of salespersons (females 22%, males 12%) and para-professionals (females 11%, and males 8%).

TABLE 3.18. MULTIPLE JOBHOLDERS: INDUSTRY OF SECOND JOB AS A PROPORTION OF PERSONS EMPLOYED IN THAT INDUSTRY, AUSTRALIA, AUGUST 1979 TO AUGUST 1991
(per cent)

Industry	August 1979	August 1981	August 1983	August 1985	August 1987	July 1991
Agriculture, forestry, fishing and hunting	7.0	6.8	6.3	7.3	7.9	7.8
Manufacturing	0.8	0.6	0.9	0.9	1.3	1.5
Construction	1.6	1.3	1.4	1.6	2.0	2.0
Wholesale and retail trade	2.4	2.3	2.8	3.0	3.2	3.8
Transport and storage	2.2	2.3	1.6	1.5	2.0	2.2
Finance, property and business services	2.6	2.8	2.6	2.5	3.4	4.4
Community services	3.2	3.7	3.8	4.0	4.7	5.7
Recreation, personal and other services	13.4	8.3	8.9	11.1	12.0	12.5
Other	0.8	0.7	0.5	0.9	0.4	1.3
Total	3.1	2.9	2.8	3.3	3.7	4.3

Source: Multiple Jobholding, Australia (6216.0).



Source: Multiple Jobholding, Australia (6216.0).

TABLE 3.19. MULTIPLE JOBHOLDERS: SELECTED CHARACTERISTICS, NUMBER OF MULTIPLE JOBHOLDERS
PROPORTION OF EMPLOYED PERSONS AND PROPORTION OF LABOUR FORCE, AUSTRALIA, JULY 1991

	Number (<i>'000</i>)			Proportion of employed persons (per cent)			Proportion of labour force (per cent)		
	Males	Females	Persons	Males	Females	Persons	Males	Females	Persons
<i>Marital status—</i>									
Married	109.0	110.0	219.1	3.7	5.6	4.4	3.4	5.2	4.2
Not-married	54.2	58.4	112.5	3.6	4.8	4.2	3.1	4.2	3.6
<i>Family status—</i>									
Member of a family	134.0	139.6	273.7	3.6	5.3	4.3	3.3	4.8	3.9
Husband or wife	106.4	107.0	213.4	3.7	5.6	4.5	3.5	5.3	4.2
With dependents present	74.8	74.8	149.5	4.2	6.8	5.2	3.9	6.3	4.8
Without dependents present	31.6	32.2	63.9	2.9	4.0	3.4	2.7	3.8	3.2
Sole parent	*1.8	7.0	8.8	*5.6	4.9	5.1	*4.8	4.2	4.3
Other family head	*0.9	*3.4	4.3	*2.1	*5.2	4.0	*1.9	*4.9	3.7
Full-time student aged 15-24	5.9	8.0	14.0	5.3	5.4	5.4	4.3	4.5	4.4
Other child of married couple or family head	17.5	13.3	30.8	3.0	3.7	3.2	2.5	3.1	2.7
Other relative of married couple or family head	*1.5	*0.9	*2.4	*3.2	*2.8	*3.0	*2.5	*2.2	*2.4
Not a member of a family	24.0	20.3	44.4	4.1	5.2	4.6	3.6	4.7	4.0
Living alone	9.3	8.0	17.3	3.4	4.7	3.9	3.0	4.3	3.5
Not living alone	14.8	12.3	27.1	4.7	5.6	5.1	4.1	5.0	4.5
Family status not determined	5.1	8.4	13.5	3.0	5.9	4.4	2.6	5.3	3.8
<i>Birthplace and period of arrival—</i>									
Born in Australia	130.2	134.4	264.6	4.0	5.5	4.6	3.6	5.1	4.2
Born outside Australia	33.0	34.0	67.0	2.8	4.5	3.5	2.5	4.0	3.1
Born in main English speaking countries	17.8	17.3	35.1	3.5	4.9	4.1	3.2	4.5	3.7
Born in other countries	15.2	16.7	31.9	2.3	4.1	3.0	2.0	3.6	2.6
Arrived before 1981	23.0	24.5	47.5	2.7	4.5	3.4	2.4	4.2	3.1
Arrived 1981 to survey date	10.0	9.5	19.5	3.2	4.4	3.7	2.6	3.7	3.0
<i>Age—</i>									
15-19	9.8	12.6	22.4	3.4	4.5	3.9	2.6	3.5	3.1
20-24	21.3	21.7	42.9	4.1	4.7	4.4	3.5	4.1	3.8
25-34	49.8	47.9	97.7	4.2	5.8	4.8	3.8	5.3	4.4
35-44	47.1	56.7	103.8	4.1	6.5	5.1	3.8	6.1	4.8
45-54	24.7	25.2	49.9	3.0	4.7	3.7	2.9	4.4	3.5
55 and over	10.5	4.3	14.9	2.2	2.3	2.2	2.0	2.2	2.1
<i>Occupation of main job—</i>									
Managers and administrators	19.3	9.2	28.5	3.1	4.4	3.4	..	..	..
Professionals	28.9	31.0	59.9	5.1	7.8	6.2	..	..	..
Para-professionals	12.9	18.7	31.6	5.2	8.4	6.7	..	..	..
Tradespersons	24.9	5.8	30.7	2.4	4.9	2.6	..	..	..
Clerks	15.2	46.6	61.8	4.8	4.6	4.7	..	..	..
Salespersons and personal service workers	20.0	36.7	56.7	5.1	5.0	5.1	..	..	..
Plant and machine operators, and drivers	12.6	*2.3	14.9	2.6	*2.5	2.6	..	..	..
Labourers and related workers	29.3	18.2	47.5	3.9	4.5	4.1	..	..	..
<i>Industry of main job—</i>									
Agriculture, forestry, fishing and hunting	13.5	5.8	19.3	4.6	5.1	4.7	..	..	..
Manufacturing	21.2	9.5	30.7	2.6	3.0	2.7	..	..	..
Construction	6.1	*1.9	8.0	1.3	*2.9	1.5	..	..	..
Wholesale and retail trade	26.4	27.2	53.7	3.0	3.8	3.4	..	..	..
Transport and storage	9.3	*2.3	11.6	2.8	*3.0	2.8	..	..	..
Finance, property and business services	19.7	21.5	41.1	4.2	5.0	4.6	..	..	..
Public administration and defence	9.4	5.1	14.5	4.6	3.6	4.2	..	..	..
Community services	31.7	71.5	103.2	6.6	7.7	7.3	..	..	..
Recreation, personal and other services	17.6	20.0	37.6	6.8	6.0	6.3	..	..	..
Other	8.3	3.6	11.9	3.2	6.3	3.8	..	..	..
Total	163.2	168.4	331.6	3.7	5.3	4.3	3.3	4.8	3.9

Source: Multiple Jobholding, Australia (6216.0)

Transition from Education to Work

In May 1992, there were 249,500 persons aged 15 to 64 who had left full-time education at some time in the previous year and who were currently employed. Of these, 172,200 (69%) were employed full time.

An estimated 47 per cent (118,400) of all employed leavers were working in the Wholesale and retail trade (70,200) or Community services (48,200) industries. School leavers accounted for 45 per cent (38,600) of the employed leavers joining the Wholesale and retail trade industry group while tertiary leavers were estimated to account for 94 per cent (45,500) of those leavers employed in Community services.

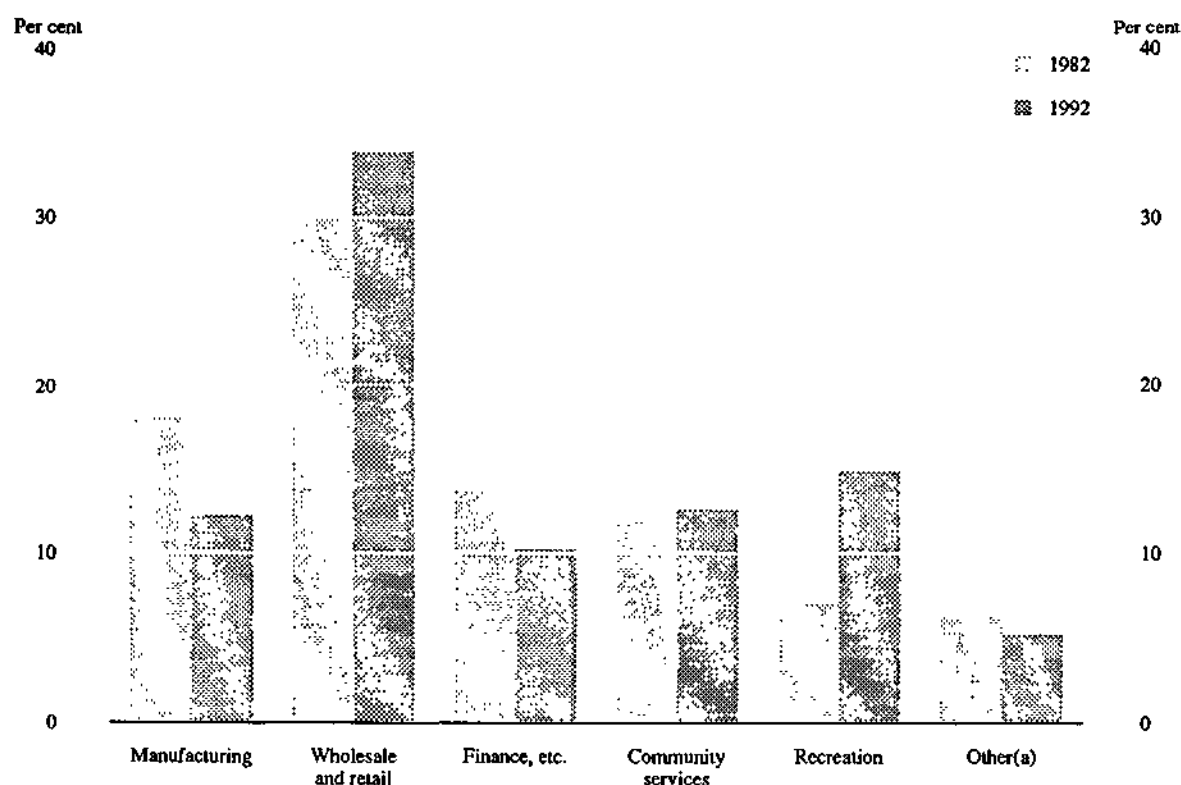
TABLE 3.20. EMPLOYED LEAVERS AGED 15 TO 64: TYPE OF EDUCATIONAL INSTITUTION ATTENDED FULL TIME IN 1991 INDUSTRY AND WHETHER FULL-TIME OR PART-TIME WORKERS, AUSTRALIA, MAY 1992
(^{'000})

Industry	Attended school in 1991			Attended tertiary in 1991			Total		
	Males	Females	Persons	Males	Females	Persons	Males	Females	Persons
Agriculture, forestry, fishing and hunting	3.5	*0.9	4.4	*3.0	*1.2	4.2	6.6	*2.1	8.6
Manufacturing	10.7	*2.3	13.0	12.8	4.2	17.0	23.5	6.5	30.0
Construction	6.7	*0.6	7.3	3.8	*1.4	5.3	10.5	*2.1	12.6
Wholesale and retail trade	21.9	16.7	38.6	14.6	17.1	31.6	36.4	33.8	70.2
Transport and storage	*1.0	*0.4	*1.4	*1.8	*1.7	3.5	*2.8	*2.1	4.9
Finance, property and business services	*1.4	*3.1	4.5	11.1	11.3	22.4	12.5	14.4	26.9
Community services	*0.9	*1.8	*2.7	13.3	32.2	45.5	14.2	34.0	48.2
Recreation, personal and other services	6.2	5.5	11.6	7.5	14.4	21.9	13.6	19.9	33.5
Other(a)	*1.7	*0.8	*2.5	8.1	3.9	12.0	9.7	4.8	14.5
Type of employment									
Full-time workers	40.9	16.5	57.4	58.6	56.3	114.8	99.5	72.8	172.2
Part-time workers	13.0	15.6	28.7	17.4	31.2	48.6	30.4	46.9	77.3
All employed leavers	54.0	32.1	86.1	75.9	87.5	163.4	129.9	119.6	249.5

(a) Comprises Mining; Electricity, gas and water; Communication; and Public administration and defence.

Source: Transition from Education to Work, Australia (6227.0).

CHART 3.10. EMPLOYED LEAVERS AGED 15 TO 24 BY INDUSTRY, AUSTRALIA



(a) Comprises Agriculture, forestry, fishing and hunting; Mining; Electricity, gas and water; Construction; Transport and storage; Communication; and Public administration and defence.

Source: Transition from Education to Work, Australia (6227.0).

TABLE 3.21. APPRENTICES : YEAR OF APPRENTICESHIP BY SUMMARY OF CHARACTERISTICS, AUSTRALIA, MAY 1992
(^{'000})

	<i>First</i>	<i>Second</i>	<i>Third</i>	<i>Fourth(a)</i>	<i>Total</i>
<i>Sex —</i>					
Males	24.6	28.1	34.1	34.6	121.3
Females	3.7	3.6	4.6	3.7	15.7
<i>State —</i>					
New South Wales	13.4	13.0	12.2	12.6	51.3
Victoria	5.1	6.4	9.4	11.8	32.8
Queensland	4.3	5.9	7.5	7.3	25.0
South Australia	* 1.8	* 1.8	* 3.0	* 2.1	8.7
Western Australia	* 1.9	* 2.8	4.2	* 2.6	11.5
Tasmania	* 0.7	* 0.9	* 1.0	* 1.2	3.9
Northern Territory	* 0.2	* 0.2	* 0.5	* 0.2	* 1.1
Australian Capital Territory	* 0.8	* 0.5	* 0.8	* 0.5	* 2.7
<i>Age —</i>					
15-19	25.1	25.8	22.1	12.9	85.9
15-17	12.8	7.1	* 1.6	* 0.0	21.6
18	8.3	9.4	10.7	* 1.8	30.2
19	3.9	9.2	9.8	11.2	34.1
20-24	* 2.1	5.2	15.9	24.6	47.8
25-34	* 1.1	* 0.7	* 0.7	* 0.8	* 3.3
<i>Birthplace —</i>					
Born in Australia	26.2	28.1	36.4	35.8	126.5
Born outside Australia	* 2.1	3.5	* 2.3	* 2.6	10.4
<i>Whether attended an educational institution and type of institution attended in 1991 —</i>					
Attended	23.0	25.3	32.6	31.7	112.6
School	18.0	* 0.9	* 0.0	* 0.0	18.9
Tertiary	5.0	24.4	32.6	31.7	93.7
Did not attend	5.3	6.3	6.2	6.7	24.4
<i>Age at time of leaving full-time education —</i>					
Attending full-time in May 1992	* 2.0	* 1.4	* 2.5	* 1.1	7.1
Not attending full-time in May 1992	25.3	29.5	35.6	36.6	127.1
Left when aged —					
15-19	25.3	28.3	34.1	33.7	121.5
15	4.6	4.1	6.5	7.8	23.0
16	6.1	10.4	14.2	12.6	43.4
17-19	14.6	13.8	13.4	13.2	55.1
Other(b)	* 0.0	* 0.5	* 1.3	* 2.3	4.1
Not asked(c)	* 1.0	* 0.7	* 0.6	* 0.6	* 2.8
<i>Industry —</i>					
Manufacturing	6.0	8.1	12.8	10.3	37.2
Construction	6.7	5.1	8.0	8.8	28.6
Wholesale and retail trade	7.2	6.9	8.0	9.5	31.6
Recreation, personal and other services	5.2	4.3	5.2	4.8	19.5
Other(d)	* 3.2	7.1	4.8	4.9	20.0
<i>Sector —</i>					
Public	* 3.1	5.4	* 3.3	4.3	16.1
Private(e)	25.2	26.2	35.4	34.1	120.9
<i>Field of trade —</i>					
Metal fitting and machining; other metal	3.7	5.6	8.4	8.4	26.1
Electrical and electronics	4.3	5.4	4.4	5.9	20.0
Building	5.4	6.2	7.7	6.1	25.3
Vehicle	4.1	* 3.2	6.8	5.3	19.4
Food	3.9	3.9	* 2.5	4.2	14.5
Hairdressing	* 2.4	* 3.1	* 2.7	* 2.4	10.5
Other	4.5	4.4	6.2	6.1	21.2
All apprentices	28.3	31.6	38.7	38.3	137.0

(a) Includes a small number of fifth year apprentices. (b) Comprises persons who left school at age 10 to 14 or 20 to 34. (c) Persons aged 25 to 34 who were not full-time students in 1991 were not asked the age at which they left full-time education. (d) Comprises Agriculture, forestry, fishing and hunting; Mining; Electricity, gas and water; Transport and storage; Communication; Finance, property and business services; Community services; and Public administration and defence. (e) Includes a small number of persons for whom sector could not be determined.

Source: *Transition from Education to Work, Australia* (6227 0).

Educational Attainment

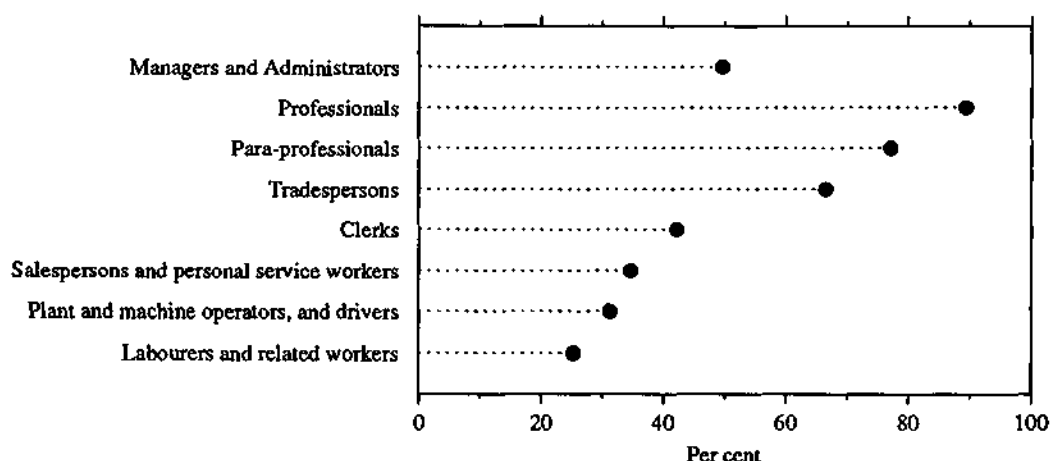
The number of employed persons aged 15 to 69 recorded a steady increase from 6,939,200 in February 1987 to 7,724,000 in February 1990 then decreased to 7,571,100 in 1992. Despite this fall, the number of employed persons with a post-school qualification continued to rise with an increase of 612,700 (9%) since February 1987 — those with a degree rising by 266,800 (39%). The number of employed persons without post-school qualifications increased by 307,500 (8.5%) between February 1987 and February 1990 and has since decreased by 311,300 (8.0%) to 3,599,500 in February 1992. Of these persons, the number who attended the highest level of secondary school available steadily increased by 221,200 (25%) between February 1987 and February 1992. The estimate for those who had not attended the highest level of secondary school available increased by 120,700 (4.4%) from February 1987 to February 1990 and then decreased by 345,900 (12%) to February 1992.

TABLE 3.22. EMPLOYED PERSONS AGED 15 TO 69 : EDUCATIONAL ATTAINMENT, AUSTRALIA, FEBRUARY 1987 TO FEBRUARY 1992
(^{'000})

February	With post-school qualifications				Without post-school qualifications			
	Degree	Trade qualification	Certificate or diploma	Total(a)	Attended highest level of secondary school	Did not attend highest level of secondary school	Total(b)	Total(c)
MALES								
1987	454.7	1,121.6	491.6	2,078.0	513.1	r 1,549.8	2,062.9	4,193.5
1988	489.9	1,145.5	516.6	2,159.0	543.7	r 1,551.7	2,095.4	4,304.1
1989	503.3	1,159.4	563.7	2,233.1	549.1	r 1,606.9	2,156.1	4,405.9
1990	535.4	1,168.5	578.0	2,311.5	595.2	r 1,580.0	2,175.2	4,549.2
1991	551.5	1,151.8	608.1	2,330.0	605.0	r 1,476.7	2,081.7	4,475.5
1992	577.3	1,148.2	593.9	2,338.4	607.3	r 1,385.2	1,992.5	4,395.0
FEMALES								
1987	229.0	87.5	807.7	1,139.6	368.2	r 1,172.4	1,540.6	2,745.8
1988	244.6	81.5	852.1	1,190.5	385.2	r 1,209.1	1,594.3	2,855.4
1989	267.1	88.8	927.3	1,292.9	428.7	r 1,223.5	1,652.2	3,027.9
1990	299.0	87.4	954.3	1,357.4	472.9	r 1,262.8	1,735.7	3,174.8
1991	323.4	90.3	995.9	1,422.2	489.8	r 1,187.4	1,677.2	3,176.2
1992	373.2	92.6	1,016.3	1,491.8	495.2	r 1,111.8	1,606.9	3,176.1
ALL PERSONS								
1987	683.7	1,209.2	1,299.3	3,217.5	881.3	r 2,722.2	3,603.5	6,939.2
1988	734.5	1,227.1	1,368.7	3,349.5	928.9	r 2,760.8	3,689.7	7,159.5
1989	770.4	1,248.3	1,491.1	3,526.0	977.8	r 2,830.5	3,808.2	7,478.8
1990	834.4	1,255.9	1,532.3	3,668.9	1,068.1	r 2,842.9	3,911.0	7,724.0
1991	875.0	1,242.2	1,604.1	3,752.2	1,094.8	r 2,664.1	3,758.9	7,651.8
1992	950.5	1,240.8	1,610.2	3,830.2	1,102.5	r 2,497.0	3,599.5	7,571.1

(a) Includes persons with other post-school qualifications. (b) Includes persons who never attended school. (c) Includes persons aged 15 to 20 still at school.
Source: Labour Force Status and Educational Attainment, Australia (6235.0).

TABLE 3.11. PERCENTAGES OF PERSONS IN AN OCCUPATION GROUP WITH POST-SCHOOL QUALIFICATIONS, AUSTRALIA, FEBRUARY 1992



Source: Labour Force Status and Educational Attainment, Australia (6235.0).

Career Paths of Qualified Nurses

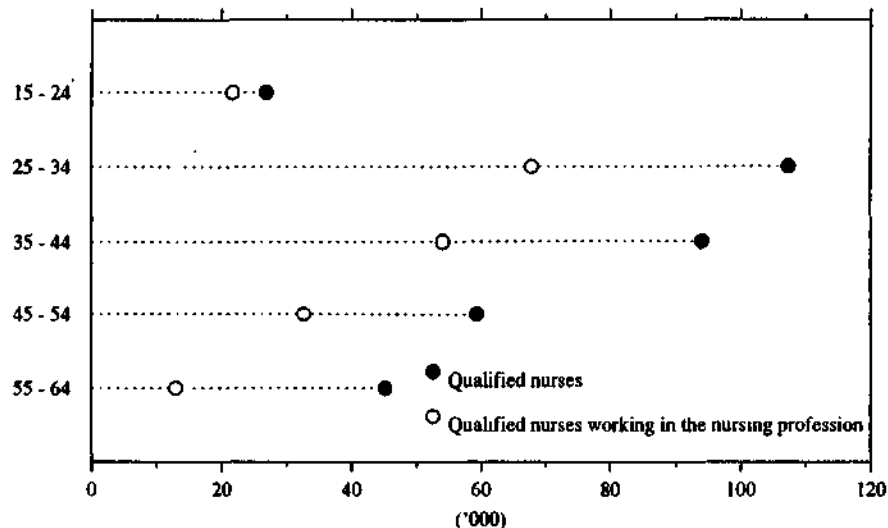
There were an estimated 332,900 persons qualified as nurses at March to July 1989, most of whom were female (93%). Of the 332,900 qualified nurses, 230,600 had registered with at least one Australian nursing board as a registered nurse, 102,100 had registered as an enrolled nurse, and 25,600 had never registered. Some 25,400 nurses had held registration as both a registered and an enrolled nurse since qualifying.

An estimated 57 per cent of the 332,900 qualified nurses in Australia were working in the nursing profession, with the percentage working in the nursing profession falling as age increases. Approximately 32 per cent of qualified nurses had spent between 10 and 20 years in nursing.

An estimated 34 per cent (64,500) of qualified nurses working in nursing usually work between 1 and 29 hours in nursing, while 10 per cent usually work 41 hours and over in nursing. Over 60 per cent of qualified nurses working in the nursing profession stated they were located solely at a hospital.

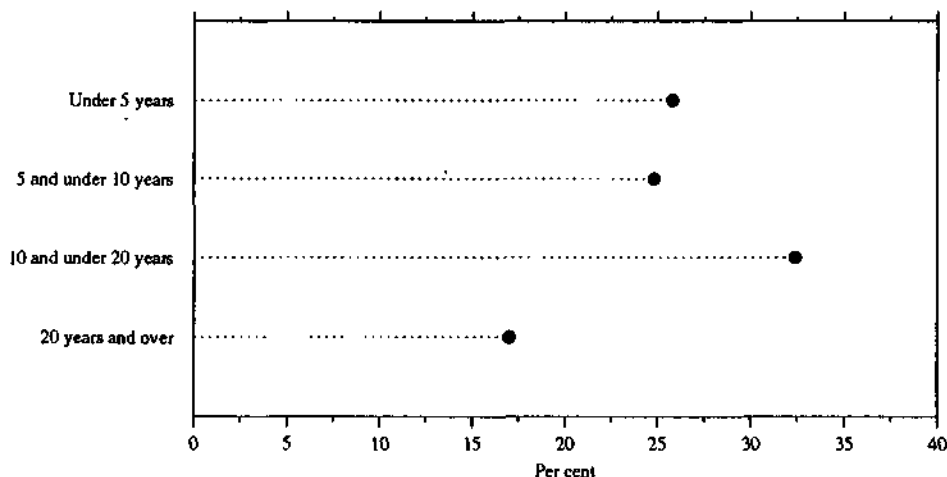
Some 58 per cent of qualified nurses working in the nursing profession were working in the public sector. Of qualified nurses working outside the nursing profession, 20 per cent were working (in their main job) in the public sector.

CHART 3.12. QUALIFIED NURSES: WHETHER WORKING IN THE NURSING PROFESSION AND AGE, AUSTRALIA, 1989



Source: *Career Paths of Qualified Nurses, Australia* (6277 0)

CHART 3.13. QUALIFIED NURSES WORKING IN NURSING: TIME IN NURSING, AUSTRALIA, 1989



Source: *Career Paths of Qualified Nurses, Australia* (6277 0).

TABLE 3.23. QUALIFIED NURSES: SUMMARY OF CHARACTERISTICS, TYPE OF NURSE REGISTRATION AND REGISTRATION STATUS, AUSTRALIA, 1989 ('000)

	Registered nurses			Enrolled nurses			Never registered	Total(a)
	Currently registered as a registered nurse	Not currently registered as a registered nurse	Total	Currently registered as an enrolled nurse	Not currently registered as an enrolled nurse	Total		
<i>Marital status —</i>								
Married	126.4	34.5	160.9	54.3	22.5	76.7	17.2	234.2
Not married	60.9	8.8	69.7	17.0	8.4	25.3	8.5	98.8
<i>Family status —</i>								
Member of a family	150.0	36.8	186.8	60.2	28.6	88.8	19.5	271.5
Husband or wife	120.3	33.4	153.7	51.7	21.7	73.4	16.3	223.1
With dependents present	77.3	16.3	93.6	34.0	11.7	45.7	9.0	137.7
Without dependents present	42.9	17.1	60.1	17.7	10.0	27.7	*7.3	85.5
Other family head	18.7	*2.8	21.5	*5.3	*4.7	9.9	*2.4	31.8
Other family member	11.0	*0.6	11.6	*3.2	*2.2	*5.4	*0.8	16.6
Not a member of a family	28.0	*4.5	32.5	*7.6	*1.2	8.7	*3.2	42.9
Family status not determined	9.4	*2.0	11.4	*3.5	*1.1	*4.5	*3.0	18.5
<i>Birthplace and period of arrival —</i>								
Born in Australia	145.7	35.6	181.3	54.0	24.9	78.9	12.6	254.2
Born outside Australia	41.7	*7.7	49.4	17.2	*5.9	23.2	13.1	78.7
Main English speaking countries	31.3	*5.3	36.6	11.1	*5.1	16.2	*5.4	53.9
Other countries	10.4	*2.4	12.8	*6.1	*0.8	*6.9	*7.6	24.8
Arrived before 1980	30.8	*6.1	36.9	11.7	*5.4	17.0	*5.0	53.7
Arrived 1980-1989	10.8	*1.6	12.5	*5.6	*0.6	*6.1	8.1	25.0
<i>Age (years) —</i>								
15-24	13.6	*0.0	13.6	9.9	*1.3	11.2	*2.6	26.9
25-34	66.8	8.3	75.1	27.7	9.3	37.0	*5.8	107.4
35-44	52.9	10.1	63.0	23.3	*7.6	30.9	*6.0	94.1
45-54	35.3	10.0	45.3	*7.4	*6.4	13.7	*3.7	59.4
55-64	18.7	14.9	33.6	*3.0	*6.2	9.3	*7.4	45.2
<i>Employment status —</i>								
Working	167.8	24.4	192.2	60.9	18.1	79.0	14.9	266.9
In nursing	144.0	*1.8	145.8	52.4	*3.6	56.0	*0.0	189.4
Not in nursing	23.8	22.6	46.4	8.5	14.6	23.1	14.9	77.6
Not working	19.5	18.9	38.4	10.3	12.7	23.0	10.7	66.0
Looking for work	*0.8	*0.7	*1.5	*0.7	*1.8	*2.5	*2.1	*6.1
Not in the labour force	18.7	18.2	36.9	9.6	11.0	20.6	8.6	60.0
<i>Educational attainment —</i>								
Post-graduate degree or graduate diploma	14.7	*0.3	15.0	*1.2	*0.9	*2.1	*0.9	17.5
Bachelor degree or diploma	25.6	*5.3	30.9	*4.6	*1.1	*5.7	*0.5	33.8
Certificate	146.1	37.8	183.9	64.7	28.4	93.1	23.4	278.8
Other(b)	*0.9	*0.0	*0.9	*0.7	*0.5	*1.1	*0.8	*2.8
<i>State or Territory of usual residence —</i>								
New South Wales	64.5	13.1	77.7	16.0	*9.9	25.9	*8.9	105.4
Victoria	49.0	*8.4	57.4	29.6	*7.2	36.8	*7.8	93.5
Queensland	27.6	7.0	34.7	9.1	*4.7	13.8	*3.7	48.5
South Australia	18.1	4.5	22.6	6.0	4.2	10.2	*2.1	33.0
Western Australia	18.4	6.7	25.1	6.5	*3.3	9.8	*2.5	36.1
Tasmania	4.6	*1.1	5.7	*1.9	*0.2	*2.1	*0.1	6.9
Northern Territory	*1.7	*1.5	*3.3	*0.8	*0.8	*1.6	*0.3	4.4
Australian Capital Territory	3.2	*0.9	4.2	*1.3	*0.5	*1.8	*0.3	5.2
Total	187.3	43.3	230.6	71.3	30.8	102.1	25.6	332.9
Males	16.0	*1.0	17.1	8.1	*0.2	8.3	*1.3	23.6
Females	171.3	42.3	213.6	63.2	30.6	93.8	24.3	309.3

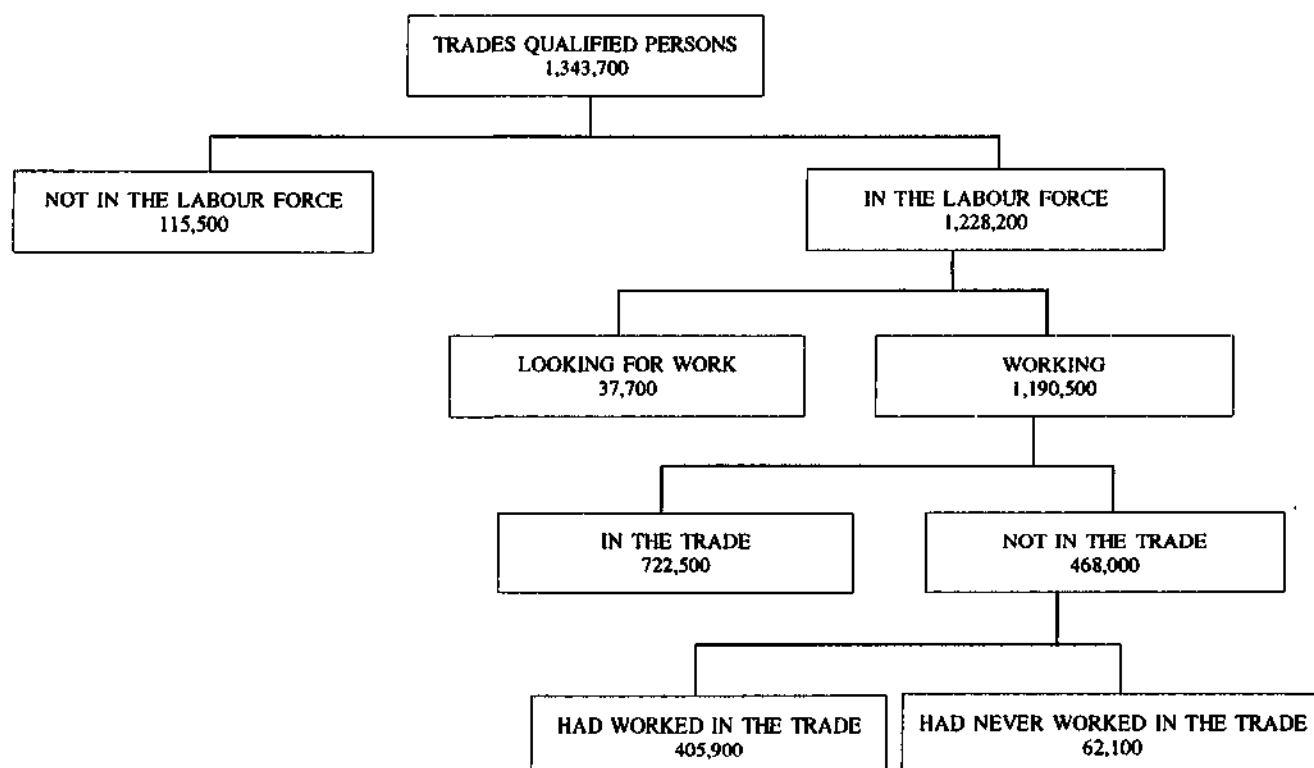
(a) The sum of registered and enrolled nurses does not equal the number of qualified nurses as some nurses are included in both categories. (b) Includes trade qualification or apprenticeship.

Source: Career Paths of Qualified Nurses, Australia (6277.0).

Career Paths of Persons With Trade Qualifications

At March to July 1989, there were an estimated 1,343,700 persons aged 15 to 64 in Australia who had qualified as a tradesperson at some time.

CHART 3.14. TRADES QUALIFIED PERSONS: EMPLOYMENT STATUS, AUSTRALIA, 1989



Source: *Career Paths of Persons with Trade Qualifications, Australia (6243.0)*.

Of these people:

- 54 per cent were working in the trade of their qualification;
- 35 per cent were working outside the trade;
- 3 per cent were looking for work; and
- 9 per cent were not in the labour force.

An estimated 79 per cent (1,061,900) qualified in a trade by completing an apprenticeship in Australia. Of these persons, 39 per cent qualified before 1970 and about 30 per cent in each of the periods 1970-1979 and 1980-1989.

Some 80 per cent of trades qualified persons were born in Australia. Of those who were born overseas, about 50 per cent came from the main English speaking countries. An estimated 59 per cent of those born in main English speaking countries were working in the trade at the time of the survey compared with 53 per cent of the Australian born.

Of persons with trades qualifications, 91 per cent were males. Some 30 per cent of trades qualified persons were aged 25 to 34 years, and a further 25 per cent were between 35 and 44 years of age.

More qualified tradespersons had gained their qualification in Building (289,500) than any other field of trade.

An estimated 91 per cent of trades qualified males were working at the time of the survey compared with 69 per cent of females. Approximately 80 per cent of the 1,190,500 trades qualified persons who had a job were working in the private sector.

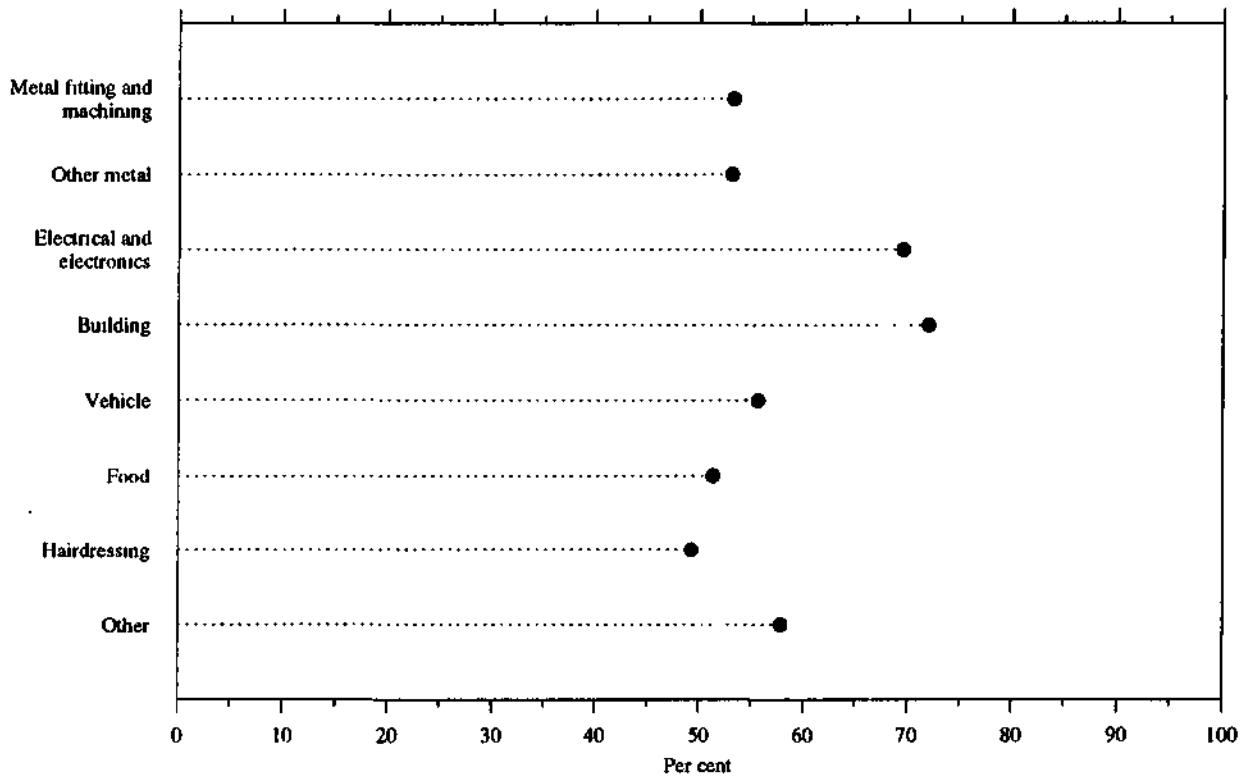
TABLE 3.24. TRADES QUALIFIED PERSONS: SUMMARY OF CHARACTERISTICS AND FIELD OF TRADE QUALIFICATION
AUSTRALIA, 1989
('000)

	Field of trade qualification								Total
	Metal fitting and machining	Other metal	Electrical and electronics	Building	Vehicle	Food	Hair- dressing	Other	
<i>Marital status —</i>									
Married	167.3	61.8	165.3	224.8	138.3	56.8	57.0	132.7	1,004.0
Not married	48.6	26.8	50.9	64.7	50.6	24.9	21.0	52.1	339.7
<i>Family status —</i>									
Member of a family	182.9	72.2	180.0	242.4	161.9	63.4	65.7	152.3	1,120.7
Husband or wife	163.9	60.0	161.0	216.5	136.1	55.8	55.4	130.1	979.0
With dependents present	98.4	36.5	91.0	125.7	85.4	32.6	36.2	75.6	581.4
Without dependents present	65.6	23.6	70.0	90.9	50.7	23.2	19.1	54.5	397.6
Other family member	18.9	12.1	19.0	25.9	25.7	*7.6	10.3	22.2	141.7
Not a member of a family	27.3	12.3	28.3	32.5	20.6	14.6	9.2	28.4	173.1
Family status not determined	*5.8	*4.1	*7.9	14.6	*6.4	*3.8	*3.1	*4.1	49.8
<i>Birthplace and period of arrival —</i>									
Born in Australia	155.9	69.8	167.9	233.0	148.9	68.3	65.3	151.0	1,060.1
Born outside Australia	60.0	18.8	48.3	56.5	40.0	13.5	12.6	33.7	283.6
Main English speaking countries	28.7	10.2	25.4	24.4	20.9	*6.6	*4.1	20.1	140.4
Other countries	31.3	8.6	22.9	32.1	19.1	*6.9	8.6	13.6	143.2
Arrived before 1960	17.4	*4.5	16.3	17.3	11.1	*3.0	*3.8	10.6	84.0
Arrived 1960-1969	21.9	*6.5	15.3	24.0	9.4	*4.6	*6.0	9.6	97.4
Arrived 1970-1979	11.6	*4.1	11.8	10.3	10.8	*2.8	*1.4	*7.0	59.8
Arrived 1980-1989	9.0	*3.7	*5.0	*4.9	8.7	*3.2	*1.4	*6.5	42.4
<i>Age (years) —</i>									
15-24	23.4	15.0	22.5	31.9	25.8	12.3	11.9	17.0	160.0
25-34	57.8	23.1	59.3	89.9	71.1	23.5	25.1	59.8	409.5
35-44	56.1	24.0	59.5	66.7	44.2	25.2	20.4	43.7	339.8
45-54	43.6	13.7	41.7	63.0	32.1	10.6	13.3	33.5	251.4
55-64	35.0	12.9	33.2	38.1	15.6	10.1	*7.2	30.8	183.0
<i>Employment status —</i>									
Working	195.4	80.0	197.7	262.6	174.0	71.9	56.1	152.9	1,190.5
In the trade	104.0	42.4	137.4	189.2	96.8	36.9	27.6	88.3	722.5
Not in the trade	91.4	37.6	60.3	73.4	77.2	35.0	28.5	64.6	468.0
Not working	20.5	8.7	18.5	26.9	14.9	9.9	21.8	31.9	153.2
Looking for work	*5.6	*3.0	*2.9	8.5	*6.0	*2.7	*1.5	*7.6	37.7
Not in the labour force	15.0	*5.7	15.6	18.5	8.9	*7.2	20.3	24.3	115.5
<i>Educational attainment —</i>									
With post-school qualifications(a)	214.2	86.0	214.7	284.8	186.0	80.7	77.4	181.2	1,324.9
Diploma, bachelor degree or higher	17.2	*4.7	17.2	8.3	*7.6	*3.0	*1.3	15.6	74.9
Trade qualification or apprenticeship	182.1	78.9	176.4	264.3	174.2	74.4	73.7	141.3	1,165.4
Post-secondary certificate	14.9	*2.4	19.3	11.2	*4.2	*3.3	*2.3	20.1	77.5
Without post-school qualifications	*1.7	*2.7	*1.5	*4.7	*2.9	*1.1	*0.6	*3.6	18.8
<i>State or Territory of usual residence —</i>									
New South Wales	75.5	27.0	84.0	96.3	60.9	27.3	23.2	61.9	456.0
Victoria	49.6	20.1	43.5	63.4	41.7	20.7	20.5	47.8	307.4
Queensland	35.0	17.8	40.7	61.0	36.0	14.3	13.3	27.4	245.5
South Australia	23.6	10.5	19.4	25.4	17.7	8.5	7.8	15.9	128.8
Western Australia	24.8	10.3	15.3	29.6	23.4	7.2	7.5	20.3	138.4
Tasmania	4.3	*2.0	6.1	8.3	6.6	*1.6	2.8	5.3	36.9
Northern Territory	*2.3	*0.5	*3.0	*3.0	*2.0	*1.6	*0.6	*1.8	14.8
Australian Capital Territory	*0.9	*0.5	4.1	*2.4	*0.6	*0.6	*2.2	4.4	15.8
Total	215.9	88.6	216.2	289.5	188.9	81.8	77.9	184.8	1,343.7
Males	214.9	88.4	215.0	288.1	186.9	74.3	9.4	149.4	1,226.4
Females	*1.0	*0.3	*1.3	*1.4	*2.0	*7.5	68.5	35.4	117.3

(a) Includes other post-school qualifications.

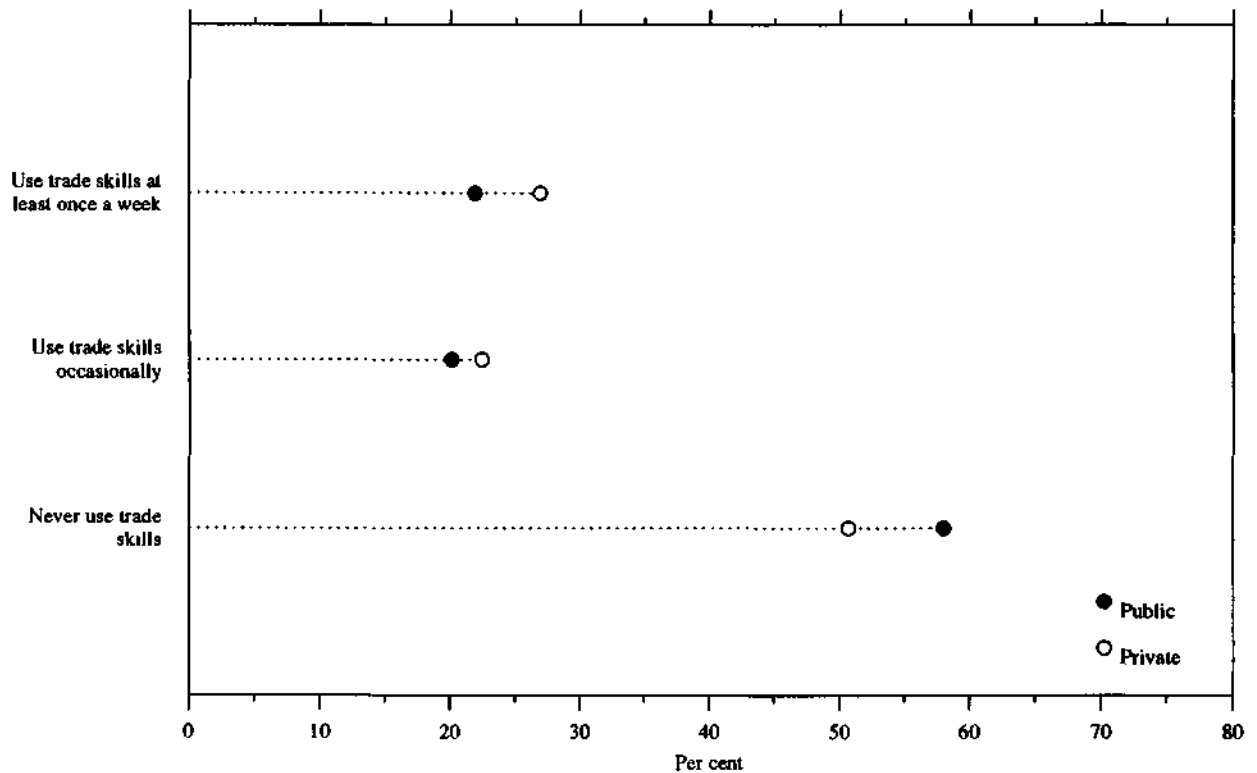
Source: Career Paths of Persons With Trade Qualifications, Australia (6243.0).

**CHART 3.15. TRADES QUALIFIED PERSONS WHO HAVE A JOB:
PROPORTION WORKING IN THE TRADE AND FIELD OF TRADE
QUALIFICATION, AUSTRALIA, 1989**



Source: *Career Paths of Persons With Trade Qualifications, Australia (6243.0)*.

**CHART 3.16. TRADES QUALIFIED PERSONS WORKING OUTSIDE THE
TRADE: REPORTED FREQUENCY OF USE OF TRADE SKILLS AND
SECTOR, AUSTRALIA, 1989**



Source: *Career Paths of Persons With Trade Qualifications, Australia (6243.0)*.

Underemployed Workers

In May 1991 there were 7,738,900 employed persons aged 15 and over. Of these, 7,281,600 (94%) were fully employed and 457,400 (5.9%) were underemployed. The number of underemployed workers had increased by 75 per cent since May 1988.

Most of those underemployed workers (85%) were part-time workers who indicated that they would prefer to work more hours. The remaining 15 per cent were full-time workers who did not work full-time hours in the reference week due to economic reasons (short time, insufficient work and stood down for reasons other than bad weather/breakdown).

Female underemployed workers accounted for 59 per cent of the total underemployed. Some 96 per cent of female underemployed workers worked part-time, compared to 71 per cent of underemployed male workers.

Of all underemployed workers, 77 per cent were wage and salary earners and 63 per cent had been underemployed for 13 weeks or longer.

Of underemployed part-time workers, 38 per cent reported that they would have preferred to work 10 to 19 hours more per week, whereas 14 per cent would have preferred to work an extra 30 or more hours per week. Just under half (48%) expressed a preference to change occupation to work more hours. An estimated 130,800 (34%) underemployed part-time workers reported that they would prefer to change employer to work more hours rather than work more hours for their current employer. A further 184,700 (47%) preferred to work more hours for the same employer while the remaining 19 per cent had no preference.

Of all underemployed part-time workers, 353,700 persons (91%) had been looking for work with more hours or were available to start such work within four weeks. Of this group 23 per cent reported they would move interstate if offered a suitable job, some 20 per cent reported their main difficulty in finding work was that there were 'no vacancies at all' and 16 per cent stated that there were 'no vacancies in their line of work'.

TABLE 3.25. PERSONS AGED 15 AND OVER: LABOUR FORCE STATUS, WHETHER FULLY EMPLOYED OR UNDEREMPLOYED AND TYPE OF UNDEREMPLOYMENT, AUSTRALIA, MAY 1985, MAY 1988 AND MAY 1991

	May 1985		May 1988		May 1991		
	Males	Females	Males	Females	Males	Females	Persons
	— '000 —						
Persons aged 15 and over	5,868.0	6,059.3	6,243.2	6,445.9	6,649.7	6,819.3	13,469.0
Not in the labour force	1,424.0	3,263.5	1,544.6	3,226.5	1,667.0	3,250.9	4,917.9
In the labour force	4,444.0	2,795.9	4,698.6	3,219.4	4,982.7	3,568.4	8,551.1
Unemployed	361.8	245.9	327.9	263.9	486.5	325.7	812.2
Employed	4,082.3	2,550.0	4,370.6	2,955.5	4,496.2	3,242.7	7,738.9
Fully employed	4,005.2	2,400.3	4,280.2	2,784.9	4,306.5	2,975.0	7,281.6
Part-time	197.4	808.5	239.1	996.5	286.3	1,100.7	1,387.0
Full-time	3,807.9	1,591.9	4,041.1	1,788.4	4,020.2	1,874.4	5,894.6
Underemployed	77.1	149.7	90.5	170.6	189.7	267.7	457.4
Part-time	58.5	141.1	72.7	163.6	134.3	256.2	390.4
Had been looking for work with more hours or were available to start such work within four weeks	..	..	63.6	143.8	123.2	230.4	353.7
Had been looking for work with more hours and were available to start such work within four weeks	31.0	59.8	46.5	83.6	89.0	125.2	214.2
Had been looking for work with more hours but were not available to start such work within four weeks	..	..	*1.5	*2.9	*2.0	5.0	7.0
Had not been looking for work with more hours but were available to start such work within four weeks	..	..	15.6	57.2	32.3	100.2	132.5
Had not been looking for work with more hours and were not available to start such work within four weeks	..	..	9.0	19.9	11.0	25.8	36.8
Full-time	18.5	8.6	17.8	7.0	55.5	11.5	66.9
	— per cent —						
Unemployment rate	8.1	8.8	7.0	8.2	9.8	9.1	9.5
Underemployment rate	1.7	5.4	1.9	5.3	3.8	7.5	5.3
Underutilisation rate	9.9	14.1	8.9	13.5	13.6	16.6	14.8

Source: Underemployed Workers, Australia (6265.0).

**TABLE 3.26. EMPLOYED PERSONS: COMPARATIVE PROFILE OF UNDEREMPLOYED AND FULLY EMPLOYED
SELECTED CHARACTERISTICS, AUSTRALIA, MAY 1991**

	Underemployed workers				Fully employed workers			
	Males	Females	Persons		Males	Females	Persons	
		— '000 —	(per cent)			— '000 —	(per cent)	
<i>Age —</i>								
15-19	33.9	43.3	77.2	16.9	271.8	254.4	526.2	7.2
20-24	29.8	32.6	62.3	13.6	463.9	398.0	861.9	11.8
25-34	45.3	63.2	108.4	23.7	1,133.1	794.7	1,927.8	26.5
35-44	34.7	81.0	115.7	25.3	1,140.0	815.8	1,955.8	26.9
45 and over	46.0	47.6	93.6	20.5	1,297.7	712.1	2,009.8	27.6
<i>Family status —</i>								
Member of a family	153.3	225.5	378.8	82.8	3,589.8	2,478.3	6,068.0	83.3
Husband or wife	87.5	140.7	228.3	49.9	2,812.2	1,783.4	4,595.7	63.1
With dependents present	54.3	98.0	152.3	33.3	1,738.0	1,014.0	2,752.0	37.8
Without dependents present	33.2	42.8	76.0	16.6	1,074.2	769.5	1,843.7	25.3
Sole parent	* 2.3	23.8	26.2	5.7	30.4	126.2	156.6	2.2
Other family head	* 2.0	5.1	7.0	1.5	37.9	61.4	99.3	1.4
Full-time student aged 15-24	16.4	15.3	31.7	6.9	104.2	131.7	236.0	3.2
Other child of married couple or family head	43.3	36.5	79.8	17.4	554.6	343.5	898.1	12.3
Other relative of married couple or family head	* 1.8	4.0	5.9	1.3	50.5	31.9	82.4	1.1
Not a member of a family	28.7	31.9	60.6	13.2	564.1	375.6	939.8	12.9
Living alone	11.9	14.4	26.3	5.8	255.2	163.4	418.6	5.7
Not living alone	16.7	17.5	34.2	7.5	308.9	212.2	521.1	7.2
Family status not determined	7.7	10.3	18.0	3.9	152.6	121.1	273.7	3.8
<i>Birthplace and period of arrival —</i>								
Born in Australia	138.6	208.5	347.0	75.9	3,142.1	2,254.3	5,396.4	74.1
Born outside Australia	51.1	59.2	110.3	24.1	1,164.4	720.8	1,885.2	25.9
Arrived before 1981	38.8	40.0	78.8	17.2	856.4	512.4	1,368.8	18.8
Arrived 1981 to survey date	12.4	19.2	31.5	6.9	307.9	208.4	516.4	7.1
Born in main English-speaking countries	20.0	25.8	45.9	10.0	511.9	338.7	850.6	11.7
Born in other countries	31.1	33.3	64.5	14.1	652.4	382.1	1,034.6	14.2
<i>Industry —</i>								
Agriculture, forestry, fishing and hunting	10.0	10.0	20.0	4.4	280.1	113.7	393.8	5.4
Manufacturing	18.3	15.9	34.2	7.5	788.7	299.2	1,087.9	14.9
Construction	42.8	6.2	49.0	10.7	430.8	61.7	492.4	6.8
Wholesale and retail trade	43.6	72.1	115.7	25.3	853.8	652.3	1,506.1	20.7
Transport and storage	13.0	4.1	17.1	3.7	314.1	76.0	390.1	5.4
Finance, property and business services	17.6	27.8	45.3	9.9	456.6	404.0	860.6	11.8
Community services	14.0	73.0	87.0	19.0	464.9	878.6	1,343.5	18.5
Recreation, personal and other services	27.2	52.1	79.3	17.3	241.2	292.1	533.3	7.3
Other	* 3.2	6.5	9.7	2.1	476.3	197.5	673.7	9.3
<i>Occupation —</i>								
Managers and administrators	5.5	6.2	11.6	2.5	641.3	207.5	848.9	11.7
Professionals	11.7	25.7	37.4	8.2	590.8	398.3	989.0	13.6
Para-Professionals	4.2	11.4	15.6	3.4	237.0	205.8	442.8	6.1
Tradespersons	47.3	7.5	54.8	12.0	989.1	112.3	1,101.4	15.1
Clerks	7.2	53.2	60.4	13.2	306.2	973.9	1,280.1	17.6
Salespersons and personal service workers	25.5	99.6	125.1	27.4	384.7	641.2	1,025.9	14.1
Plant and machine operators, and drivers	21.6	6.3	27.9	6.1	456.7	81.5	538.1	7.4
Labourers and related workers	66.7	57.7	124.4	27.2	700.7	354.7	1,055.3	14.5
<i>Status of worker —</i>								
Employers/self-employed/unpaid family helpers	65.0	40.2	105.1	23.0	723.4	360.7	1,084.0	14.9
Wage and salary earners	124.8	227.5	352.2	77.0	3,583.2	2,614.4	6,197.5	85.1
<i>Duration of current period of underemployment (weeks) —</i>								
1 and under 4	33.3	27.0	60.3	13.2	..	..	..	..
4 and under 13	50.6	59.1	109.8	24.0	..	..	..	..
13 and under 52	69.5	96.4	165.8	36.3	..	..	..	..
52 and over	36.3	85.1	121.4	26.6	..	..	..	..
Total	189.7	267.7	457.4	100.0	4,306.5	2,975.0	7,281.6	100.0

Source: Underemployed Workers, Australia (6265.0).

TABLE 3.27. UNDEREMPLOYED PART-TIME WORKERS WHO HAD BEEN LOOKING FOR WORK WITH MORE HOURS OR WERE AVAILABLE TO START SUCH WORK WITHIN FOUR WEEKS: SUMMARY OF CHARACTERISTICS AND PREFERRED NUMBER OF EXTRA HOURS, AUSTRALIA, MAY 1991

	Preferred number of extra hours				Total	Average preferred number of extra hours (hours)
	Less than 10	10 - 19	20 - 29	30 or more		
Males	25.0	38.2	— '000 — 32.4	27.6	123.2	19.4
Females	57.9	96.1	53.9	22.5	230.4	16.2
Age —						
15-19	25.8	17.0	15.4	10.7	68.9	15.9
20-24	8.5	20.8	14.8	9.5	53.6	18.8
25-34	16.1	35.4	19.5	12.2	83.3	17.7
35-44	19.0	36.5	21.9	8.1	85.4	16.8
45 and over	13.6	24.7	14.7	9.5	62.4	17.7
Family status —						
Member of a family	67.2	110.9	72.9	40.3	291.2	17.3
Husband or wife	33.8	70.3	41.0	17.3	162.4	17.0
With dependents present	24.8	49.5	26.3	10.3	111.0	16.4
Without dependents present	8.9	20.8	14.7	7.0	51.4	18.1
Sole parent	4.6	7.5	5.3	* 3.5	21.0	17.7
Other family head	* 1.0	* 2.9	* 1.1	* 0.8	5.8	17.3
Full-time student aged 15-24	19.0	4.6	* 1.8	* 1.4	26.8	9.1
Other child of married couple or family head	8.3	23.2	22.0	16.6	70.1	20.8
Other relative of married couple or family head	* 0.5	* 2.3	* 1.7	* 0.6	5.1	20.0
Not a member of a family	11.9	17.8	9.8	7.8	47.2	17.3
Living alone	5.0	8.4	* 3.5	* 3.5	20.5	17.5
Not living alone	6.9	9.4	6.3	4.3	26.7	17.1
Family status not determined	* 3.9	5.7	* 3.7	* 1.9	15.2	17.3
Birthplace and period of arrival —						
Born in Australia	68.4	103.6	65.1	39.1	276.2	17.0
Born outside Australia	14.5	30.8	21.2	10.9	77.5	18.1
Arrived before 1981	9.8	19.8	15.7	7.6	52.9	18.2
Arrived 1981 to survey date	4.8	10.9	5.5	* 3.3	24.6	17.5
Born in main English-speaking countries	6.8	14.1	9.2	5.2	35.4	18.1
Born in other countries	7.7	16.6	12.0	5.7	42.1	18.1
Usual number of hours worked —						
1-5	14.4	14.3	6.3	22.4	57.4	21.6
6-10	15.5	21.3	18.2	22.9	77.9	20.1
11-15	11.5	11.9	28.3	* 0.9	52.7	18.6
16-20	9.0	31.8	30.9	* 2.0	73.7	17.0
21-29	12.8	43.8	* 1.0	* 0.9	58.6	12.9
30 and over	19.7	11.3	* 1.6	* 0.9	33.5	9.5
Whether would move interstate —						
If offered a suitable job —						
Would move interstate	14.3	28.9	22.1	16.4	81.8	19.1
Would not move interstate	63.3	94.3	56.6	27.0	241.2	16.4
Might move interstate	5.3	11.2	7.7	6.6	30.7	19.5
Whether would move intrastate —						
If offered a suitable job —						
Would move intrastate	20.3	38.5	29.8	23.1	111.7	19.4
Would not move intrastate	56.1	78.7	45.2	21.7	201.8	16.0
Might move intrastate	6.5	17.2	11.3	5.2	40.1	17.9
Main difficulty in finding work —						
Considered too young or too old by employers	* 3.6	6.0	6.0	6.8	22.4	21.9
Unsuitable hours	* 3.7	5.8	* 1.7	* 0.6	11.8	14.0
Lacked necessary skills/education	* 3.0	4.9	4.6	* 3.8	16.2	19.9
Insufficient work experience	* 0.6	4.8	4.3	* 2.4	12.2	21.4
No vacancies in line of work	7.0	22.0	17.2	9.1	55.3	19.4
No vacancies at all	10.8	20.2	23.6	15.1	69.6	20.1
Other difficulties(a)	8.4	11.0	8.3	5.8	33.6	15.3
Had not been looking for work with more hours	45.9	59.6	20.6	6.4	132.5	13.4
Whether registered with the C.E.S. —						
Registered with the C.E.S.	8.4	30.7	35.3	31.3	105.7	22.7
Not registered with the C.E.S.	28.7	44.0	30.4	12.4	115.5	16.7
Had not been looking for work with more hours	45.9	59.6	20.6	6.4	132.5	13.4
Duration of current period of underemployment (weeks) —						
1 and under 4	9.3	8.8	5.5	4.7	28.4	16.3
4 and under 13	20.2	33.0	19.5	10.6	83.3	16.8
13 and under 52	32.5	47.9	36.1	22.2	138.8	17.8
52 and over	20.8	44.6	25.2	12.5	103.2	17.2
Total	82.9	134.4	86.3	50.0	353.7	17.3
Average duration of underemployment	39.4	48.1	— weeks — 53.7	43.2	46.8	..
Median duration of underemployment	19.4	24.3	21.9	21.4	21.1	..

(a) Includes 'no difficulties at all'.

TABLE 3.28. UNDEREMPLOYED PART-TIME WORKERS: SUMMARY OF CHARACTERISTICS, WHETHER HAD BEEN LOOKING FOR WORK WITH MORE HOURS AND WHETHER AVAILABLE TO START SUCH WORK WITHIN FOUR WEEKS, AUSTRALIA, MAY 1991

	<i>Whether had been looking for work with more hours and whether available to start such work within four weeks</i>					
	<i>Looking or available</i>			<i>Total</i>	<i>Not looking and not available</i>	<i>Total</i>
	<i>Looking and available</i>	<i>Looking but not available</i>	<i>Not looking but available</i>			
			— '000 —			
Males	89.0	* 2.0	32.3	123.2	11.0	134.3
Females	125.2	5.0	100.2	230.4	25.8	256.2
<i>Age —</i>						
15-19	42.2	* 1.1	25.7	68.9	6.1	75.0
20-24	36.9	* 1.4	15.3	53.6	* 3.3	56.9
25-34	53.4	* 1.7	28.2	83.3	7.9	91.1
35-44	48.7	* 1.9	34.8	85.4	10.0	95.4
45 and over	33.0	* 0.8	28.6	62.4	9.5	71.9
<i>Family status —</i>						
Member of a family	174.5	5.2	111.6	291.2	30.5	321.7
Husband or wife	95.6	* 2.7	64.1	162.4	19.0	181.4
With dependents present	65.2	* 1.7	44.0	111.0	11.5	122.5
Without dependents present	30.4	* 1.0	20.0	51.4	7.6	59.0
Sole parent	10.5	* 0.1	10.4	21.0	* 3.6	24.6
Other family head	* 3.5	* 0.1	* 2.2	5.8	* 0.8	6.5
Full-time student aged 15-24	11.2	* 0.7	15.0	26.8	4.9	31.7
Other child of married couple or family head	49.9	* 1.2	19.0	70.1	* 2.2	72.3
Other relative of married couple or family head	* 3.9	* 0.3	* 0.9	5.1	* 0.0	5.1
Not a member of a family	30.2	* 1.3	15.7	47.2	5.1	52.4
Living alone	12.2	* 0.7	7.5	20.5	* 1.6	22.1
Not living alone	18.0	* 0.6	8.2	26.7	* 3.5	30.2
Family status not determined	9.5	* 0.5	5.2	15.2	* 1.2	16.4
<i>Birthplace and period of arrival —</i>						
Born in Australia	168.7	5.4	102.1	276.2	27.0	303.2
Born outside Australia	45.5	* 1.6	30.4	77.5	9.7	87.2
Arrived before 1981	30.1	* 1.1	21.7	52.9	7.0	59.9
Arrived 1981 to survey date	15.4	* 0.5	8.7	24.6	* 2.7	27.3
Born in main English-speaking countries	21.0	* 0.5	13.9	35.4	* 2.8	38.2
Born in other countries	24.5	* 1.1	16.5	42.1	6.9	49.0
<i>Preferred number of extra hours —</i>						
Less than 10	35.8	* 1.3	45.9	82.9	13.5	96.4
10-19	70.9	* 3.9	59.6	134.4	15.5	149.9
20-29	64.7	* 1.0	20.6	86.3	4.8	91.1
30 or more	42.7	* 0.9	6.4	50.0	* 3.0	53.0
<i>Whether would prefer to change employer to work more hours —</i>						
Would prefer to change employer	87.6	* 2.8	32.7	123.1	7.6	130.8
Would prefer not to change employer	79.3	* 2.0	79.2	160.4	24.3	184.7
No preference	47.2	* 2.3	20.6	70.1	4.9	74.9
<i>Whether would prefer to change occupation to work more hours —</i>						
Would prefer to change occupation	115.2	* 3.8	55.9	174.9	12.8	187.7
Would prefer not to change occupation	66.4	* 2.9	59.5	128.8	21.7	150.5
No preference	32.5	* 0.3	17.1	49.9	* 2.3	52.2
<i>Duration of current period of underemployment (weeks) —</i>						
1 and under 4	19.5	* 0.5	8.4	28.4	* 2.9	31.3
4 and under 13	52.8	* 2.3	28.1	83.3	9.1	92.4
13 and under 52	88.3	* 1.8	48.7	138.8	10.5	149.3
52 and over	53.6	* 2.4	47.2	103.2	14.3	117.5
Total	214.2	7.0	132.5	353.7	36.8	390.4
			— weeks —			
Average duration of underemployment	41.6	43.4	55.3	46.8	57.6	47.8
Median duration of underemployment	19.5	16.9	25.4	21.1	25.2	21.4

Source: Underemployed Workers, Australia (6265.0).

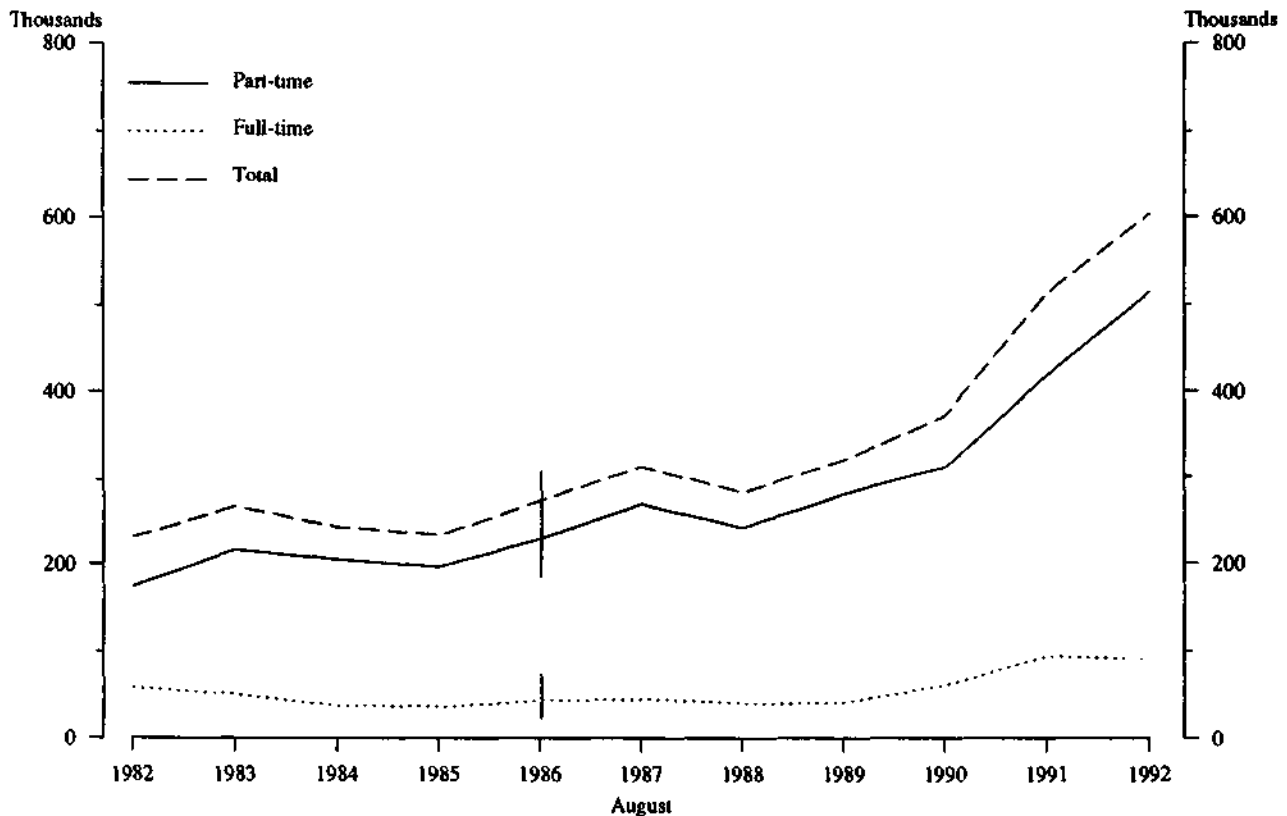
TABLE 3.29. UNDEREMPLOYMENT AND UNDEREMPLOYMENT RATES, AUSTRALIA, AUGUST 1982 TO AUGUST 1992

August	Males	Females	Persons	Underemployment rate		
				Males	Females	Persons
				— per cent —		
	— '000 —					
1982	101.8	128.6	230.4	2.4	5.1	3.4
1983	114.0	151.8	265.9	2.6	5.9	3.8
1984	98.5	144.3	242.8	2.2	5.4	3.4
1985	87.9	145.3	233.2	2.0	5.2	3.2
1986(a)	106.9	165.6	272.5	2.3	5.6	3.6
1987	123.6	190.5	314.0	2.7	6.2	4.1
1988	105.9	175.5	281.5	2.3	5.5	3.6
1989	114.9	206.2	321.1	2.4	6.1	3.9
1990	146.7	226.2	372.9	3.0	6.5	4.4
1991	219.4	293.4	512.8	4.4	8.3	6.1
1992	270.1	333.5	603.6	5.4	9.3	7.0

(a) Estimates from August 1986 are based on a revised definition introduced in April 1986. See the Technical Notes for further information.

Source: *Employment, Underemployment and Unemployment, Australia, 1966-1983* (6246.0); *The Labour Force, Australia* (6203.0).

CHART 3.17. UNDEREMPLOYED WORKERS: FULL-TIME AND PART-TIME STATUS, AUSTRALIA



Indicates a break in series. Estimates from August 1986 are based on a revised definition introduced in April 1986. See the Technical Notes for further information.

Source: *Employment, Underemployment and Unemployment, Australia, 1966-1983* (6246.0); *The Labour Force, Australia* (6203.0).

TABLE 3.30. FULL-TIME WORKERS WHO WORKED LESS THAN 35 HOURS: REASONS, AUSTRALIA,
AUGUST 1982 TO AUGUST 1992
(^{'000})

Reasons for working less than 35 hours	August										
	1982	1983	1984	1985	1986(a)	1987	1988	1989	1990	1991	1992
MALES											
Leave, holiday or flextime	348.2	284.1	267.4	349.7	335.6	336.3	288.8	274.5	273.1	335.5	297.5
Own illness or injury	180.3	152.7	145.2	175.2	142.9	145.5	166.4	152.8	138.5	126.6	118.0
Bad weather, plant breakdown, etc.	7.2	11.6	28.2	27.4	51.9	21.6	13.4	29.1	62.8	23.1	18.0
Began or left job in the survey week	8.5	11.0	8.4	9.1	10.9	9.3	9.8	9.8	11.3	6.6	4.8
Stood down, on short time, insufficient work	44.8	39.8	29.1	28.2	32.8	33.2	29.6	31.7	45.7	74.7	73.9
Shift work, standard work arrangements	n.a.	58.5	60.6	70.2	79.2	74.6	85.2	75.4	70.7	72.4	67.4
Other reasons	36.3	18.3	19.2	20.9	18.8	22.9	23.0	28.2	21.0	18.4	15.7
Total	625.3	576.1	558.2	680.7	672.2	643.4	616.3	601.6	623.1	657.3	595.3
FEMALES											
Leave, holiday or flextime	153.5	134.2	127.8	165.3	181.9	183.9	154.2	136.3	158.3	194.9	175.7
Own illness or injury	97.6	85.6	81.9	106.9	88.7	93.4	98.3	106.5	82.1	86.4	75.4
Bad weather, plant breakdown, etc.	*	*	*2.9	*1.7	10.0	*1.6	*2.3	*3.4	7.6	*2.0	*1.1
Began or left job in the survey week	6.4	3.6	4.8	4.3	6.4	4.1	6.3	6.6	4.0	4.4	*2.9
Stood down, on short time, insufficient work	13.2	10.2	8.4	8.3	10.6	11.5	10.3	9.3	15.5	19.2	16.4
Shift work, standard work arrangements	n.a.	17.0	23.9	23.3	27.9	24.3	40.8	35.5	31.5	36.2	30.2
Other reasons	12.0	4.2	5.0	4.9	7.2	8.1	8.0	9.0	8.0	9.9	4.1
Total	283.3	255.6	254.8	314.8	332.6	327.0	320.1	306.6	307.1	353.1	305.8
PERSONS											
Leave, holiday or flextime	501.8	418.3	395.2	514.9	517.5	520.2	443.1	410.8	431.4	530.5	473.2
Own illness or injury	277.9	238.3	227.2	282.2	231.6	239.0	264.7	259.3	220.6	212.9	193.4
Bad weather, plant breakdown, etc.	7.9	12.5	31.1	29.1	61.9	23.2	15.7	32.5	70.4	25.2	19.1
Began or left job in the survey week	14.9	14.6	13.3	13.4	17.3	13.5	16.1	16.4	15.3	11.0	7.7
Stood down, on short time, insufficient work	57.9	50.0	37.5	36.5	43.4	44.7	39.9	41.0	61.3	93.9	90.3
Shift work, standard work arrangements	n.a.	75.5	84.5	93.5	107.1	98.8	126.0	110.8	102.2	108.7	97.6
Other reasons	48.2	22.5	24.2	25.9	26.0	31.1	31.0	37.2	29.0	28.3	19.7
Total	908.7	831.8	813.0	995.5	1,004.8	970.4	936.4	908.1	930.2	1,010.3	901.1

(a) Estimates from August 1986 are based on a revised definition introduced in April 1986. See the Technical Notes for further information.

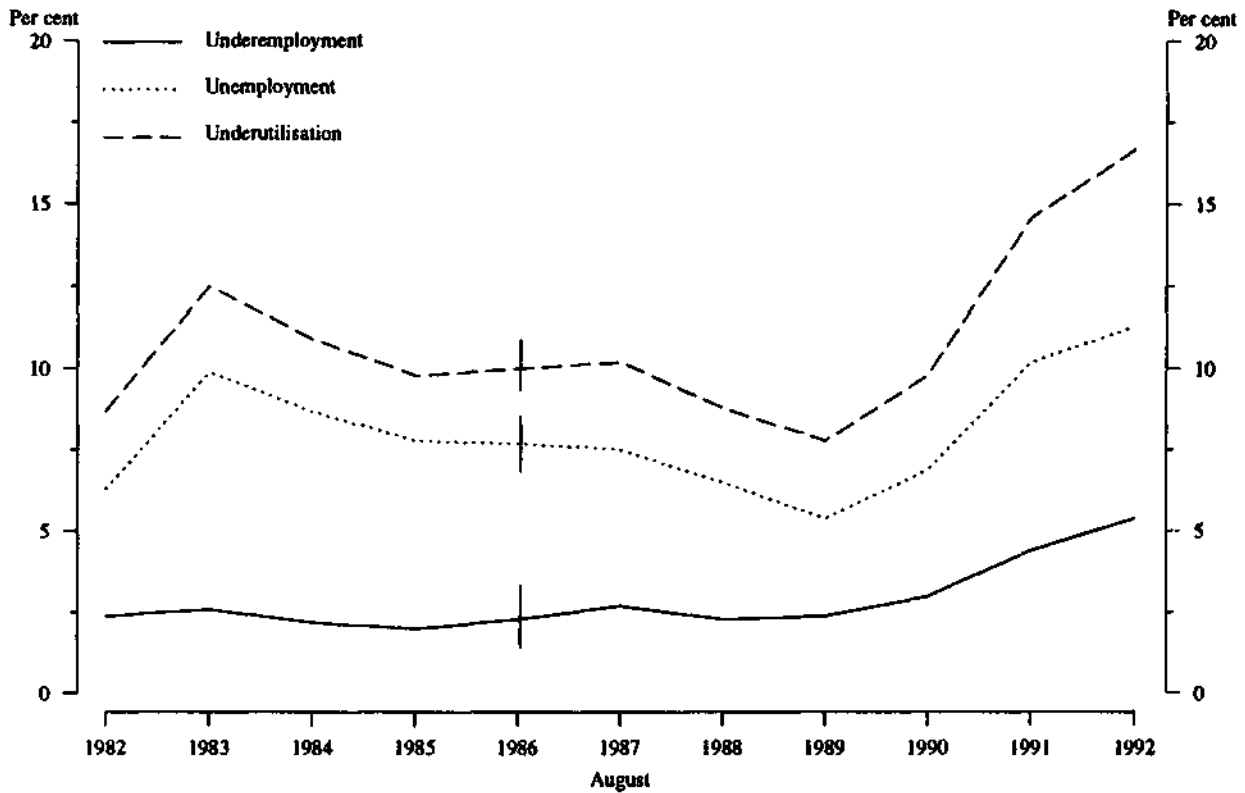
Source: The Labour Force, Australia (6203.0).

TABLE 3.31. PART-TIME WORKERS: WHETHER PREFERRED TO WORK MORE HOURS, BY AGE, AUSTRALIA, AUGUST 1992
(^{'000})

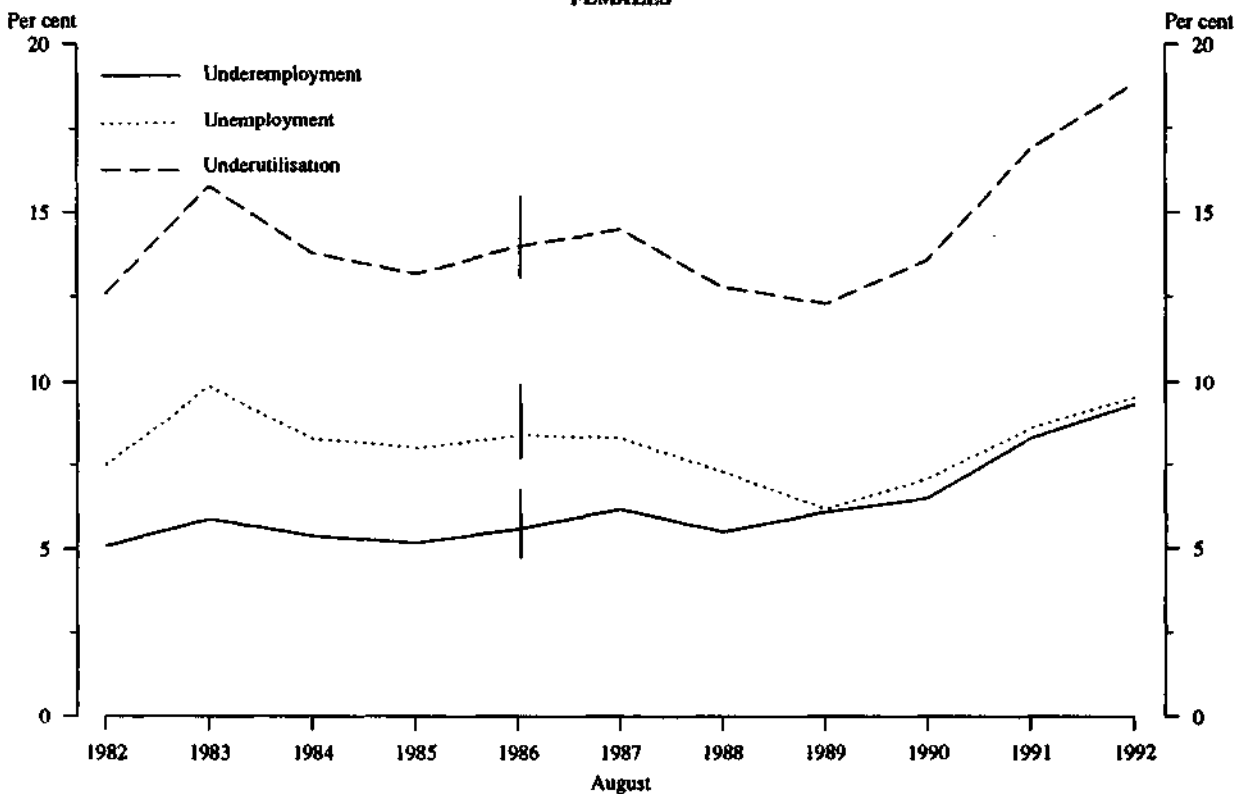
	Age group						Total
	15-19	20-24	25-34	35-44	45-54	55 and over	
MALES							
Total	122.8	76.4	74.5	63.1	43.2	87.1	467.0
Preferred not to work more hours	83.3	36.7	33.5	27.3	21.0	69.0	270.8
Preferred to work more hours	39.5	39.7	41.0	35.8	22.1	18.1	196.2
Had actively looked for full-time work in the four weeks to the end of the reference week	14.8	22.7	23.3	22.1	9.8	5.4	98.1
ALL FEMALES							
Total	173.8	130.2	316.2	421.2	253.8	111.2	1,406.3
Preferred not to work more hours	128.4	73.2	248.9	332.0	205.4	101.3	1,089.2
Preferred to work more hours	45.3	57.0	67.2	89.1	48.5	9.9	317.1
Had actively looked for full-time work in the four weeks to the end of the reference week	18.5	29.7	24.0	19.4	9.8	* 0.8	102.2
PERSONS							
Total	296.5	206.6	390.6	484.3	297.0	198.3	1,873.3
Preferred not to work more hours	211.7	109.9	282.4	359.3	226.4	170.3	1,360.0
Preferred to work more hours	84.8	96.7	108.2	124.9	70.6	28.0	513.2
Had actively looked for full-time work in the four weeks to the end of the reference week	33.3	52.4	47.3	41.5	19.6	6.2	200.3

Source: The Labour Force, Australia (6203.0).

**CHART 3.18. UNDERUTILISATION (a), UNDEREMPLOYMENT AND
UNEMPLOYMENT RATES, AUSTRALIA
MALES**



FEMALES



(a) Underutilisation consists of the unemployed plus the underemployed.

Note: Indicates break in series. Estimates from August 1986 are based on a revised definition introduced in April 1986. See the Technical Notes for further information.

Source: *The Labour Force, Australia* (6203).

Superannuation, Australia, November 1991

In November 1991, 5,334,500 persons who were employed and 145,700 persons who were not employed were covered by superannuation, that is, belonged to a superannuation scheme to which contributions were being made.

Some 78 per cent of employees were covered by superannuation. In comparison, 52 per cent of employers and 37 per cent of self-employed persons were covered.

The proportion of employed persons covered by superannuation increased over the three year period from November 1988 to November 1991, from 51 per cent of employed persons in 1988 to 71 per cent in 1991.

In November 1988, less than 19 per cent of part-time workers were covered by superannuation, compared with 58 per cent of full-time workers. By November 1991, the proportion of part-time workers covered had more than doubled to 44 per cent while the proportion of full-time workers covered had risen to 79 per cent.

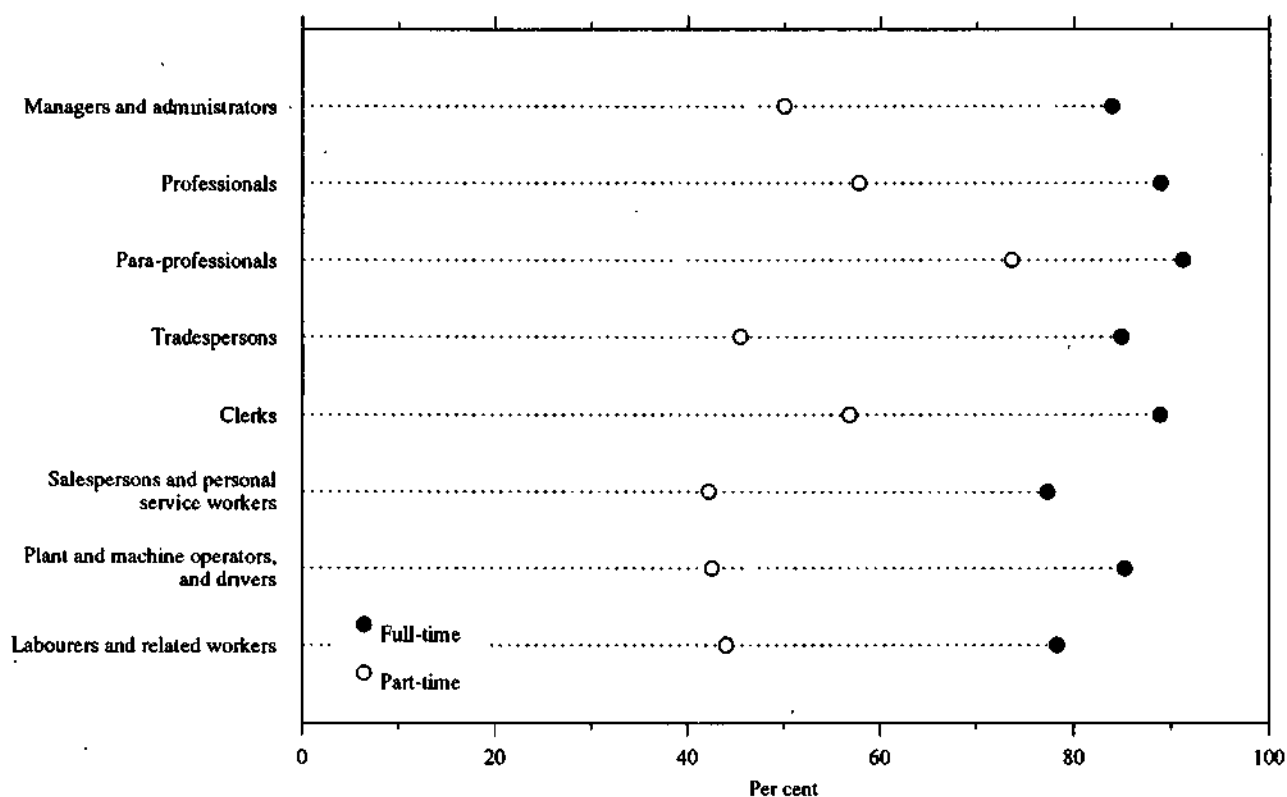
Seventy-six per cent of employed persons aged 25 to 54 were covered by superannuation compared to 46 per cent of those aged 15 to 19 and 17 per cent of those aged 65 to 74.

The occupation group Para-professionals had the highest level of coverage (86%), followed by Professionals (79%). The occupation groups with the lowest levels of superannuation coverage were Salespersons and personal service workers (59%) and Managers and administrators (62%).

An estimated 91 per cent of employees who belonged to a trade union were covered by superannuation. In contrast, some 69 per cent of employees who did not belong to a union were covered. Approximately 79 per cent of employees were covered by a superannuation scheme provided by their current employer. Some 89 per cent of public sector employees were covered by superannuation compared with 73 per cent of private sector employees.

Superannuation was expected to be the main source of income after retirement for 33 per cent of the 1,260,400 employees aged 45 to 74 covered by superannuation. A further 23 per cent expected a government pension to be their main source of income.

CHART 3.19. EMPLOYEES AGED 15 TO 74:
PERCENTAGE COVERED BY SUPERANNUATION, OCCUPATION AND
FULL-TIME/PART-TIME STATUS, AUSTRALIA, NOVEMBER 1991



Source: Superannuation, Australia (6319.0).

TABLE 3.32. EMPLOYED PERSONS AGED 15 TO 74: SUMMARY OF CHARACTERISTICS AND WHETHER COVERED BY A SUPERANNUATION SCHEME, AUSTRALIA, NOVEMBER 1988 AND NOVEMBER 1991
(*000)

	Covered		Not covered		Total	
	November 1988	November 1991	November 1988	November 1991	November 1988	November 1991
Sex —						
Males	2,673.3	3,290.7	1,692.1	1,079.1	4,365.4	4,369.7
Females	1,072.8	2,043.8	1,865.4	1,074.3	2,938.2	3,118.1
Age group —						
15-19	98.7	188.2	413.1	217.9	511.8	406.1
20-24	371.8	635.0	603.6	317.5	975.5	952.5
25-34	1,088.8	1,531.4	928.1	504.2	2,016.9	2,035.6
35-44	1,140.4	1,526.1	796.6	504.5	1,937.0	2,030.6
45-54	728.0	1,054.9	468.2	325.9	1,196.2	1,380.9
55-64	305.6	383.3	282.3	208.4	587.9	591.7
65-74	12.8	15.6	65.6	75.0	78.4	90.6
Family status —						
Member of a family(a)	3,123.9	4,421.1	2,886.1	1,784.1	6,009.0	6,205.1
Husband or wife	2,604.2	3,532.5	2,022.0	1,276.7	4,626.2	4,809.1
With dependents present	1,624.8	2,175.8	1,236.8	755.8	2,861.6	2,931.5
Without dependents present	979.4	1,356.7	785.2	520.9	1,764.6	1,877.6
Sole parent	121.1	127.0	132.7	53.0	253.8	180.0
Other family head		76.6		25.2		101.8
Other child of married couple or family head	393.3	619.8	682.3	314.9	1,075.7	934.7
Other relative of married couple or family head		45.5		29.6		75.1
Not a member of a family	474.1	745.0	480.4	277.2	954.5	1,022.2
Living alone	250.7	352.3	181.9	113.8	432.6	466.0
Not living alone	223.4	392.8	298.5	163.4	521.9	556.1
Family status not determined	148.2	168.4	191.0	92.2	339.2	260.6
Status of worker —						
Employers	166.4	181.6	219.2	167.4	385.7	349.0
Self-employed/unpaid family helpers	223.1	317.7	528.0	531.3	751.1	848.9
Employees	3,356.6	4,826.7	2,797.5	1,393.6	6,154.0	6,220.2
Payment in kind	*0.0	8.6	12.8	61.2	12.8	69.7
Industry —						
Agriculture, forestry, fishing and hunting	147.2	186.7	279.6	234.4	426.8	421.1
Mining	82.9	72.7	12.3	6.7	95.3	79.3
Manufacturing	736.1	918.4	495.9	206.1	1,232.0	1,124.5
Electricity, gas and water	94.2	91.4	14.1	5.9	108.3	97.4
Construction	282.2	330.6	271.0	208.0	553.2	538.5
Wholesale and retail trade	520.7	935.8	874.4	528.3	1,395.1	1,464.1
Transport and storage	233.1	300.9	147.5	92.8	380.7	393.8
Communication	117.7	125.8	18.2	8.0	135.9	133.8
Finance, property and business services	396.8	612.4	389.3	245.8	786.1	858.2
Public administration and defence	261.5	315.0	70.3	30.4	331.8	345.4
Community services	735.0	1,141.2	598.7	280.2	1,333.6	1,421.4
Recreation, personal and other services	138.7	303.6	386.2	306.8	525.0	610.4
Occupation —						
Managers and administrators	447.0	536.0	365.0	325.6	811.9	861.6
Professionals	618.1	778.5	278.0	201.6	896.0	980.1
Para-professionals	282.5	401.3	167.5	66.1	450.0	467.4
Tradespersons	648.8	880.4	543.3	293.9	1,192.1	1,174.3
Clerks	615.9	985.5	642.8	304.3	1,258.7	1,289.8
Salespersons and other personal service workers	298.2	626.9	657.9	435.4	956.1	1,062.3
Plant and machine operators, and drivers	338.8	413.8	242.6	135.1	581.4	548.9
Labourers and related workers	496.9	712.1	660.5	391.4	1,157.4	1,103.5
Total	3,746.1	5,334.5	3,557.5	2,153.4	7,303.6	7,487.9

(a) Includes full-time students aged 15 to 24.

Source: Superannuation, Australia (6319.0).

CHAPTER 4

UNEMPLOYMENT

The unemployment statistics presented in this chapter have been derived from ABS sources, primarily the ABS Monthly Labour Force Survey and associated supplementary surveys. Some summary statistics on job vacancies, which are an indicator of the demand for labour, are also included in this chapter.

For a full definition of unemployed as it relates to the Labour Force Survey, see the Glossary of this publication. Broadly speaking, a person is considered to be unemployed if he or she satisfies three criteria—not employed, available for work, and taking active steps to find work. The employed and the unemployed together make up the labour force.

Measures of unemployment provide an indicator of the unused capacity in the labour force. The two most important measures are the number of unemployed persons and the unemployment rate. The unemployment rate for any group is the number unemployed expressed as a percentage of the labour force in the same group. Characteristics of the unemployed presented in this chapter include their demographic composition, duration of unemployment, educational qualifications and difficulties experienced in finding work. The unemployment characteristics of families, i.e. unemployment rates of different family members and number of families with some unemployment are also shown.

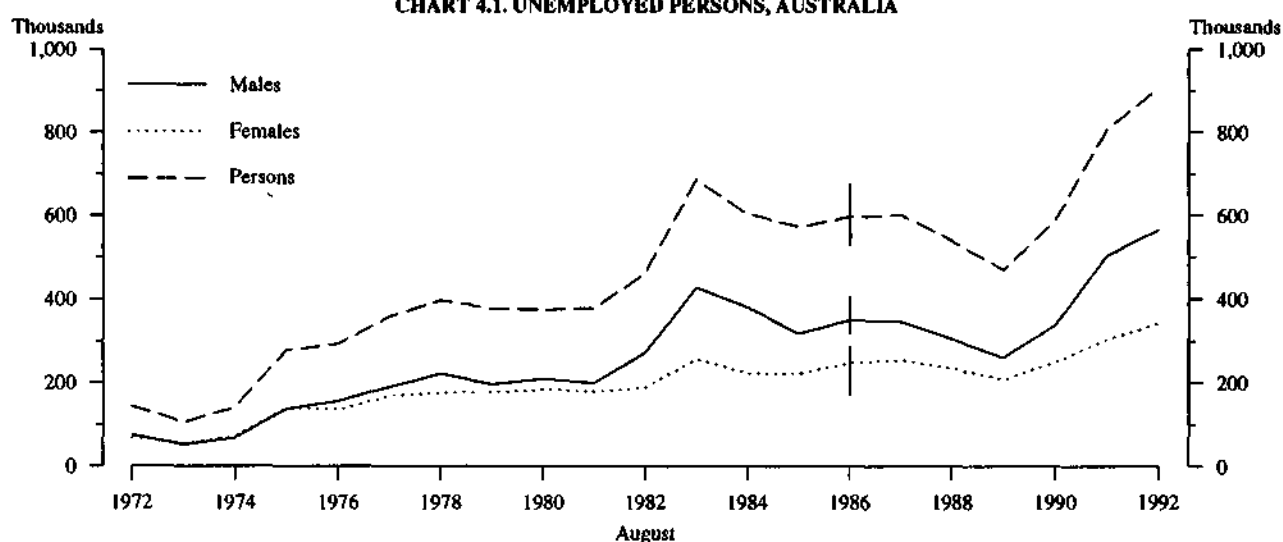
Unemployment

There were 906,400 unemployed persons in Australia in August 1992, of whom 564,400 were males and 342,000 were females. About 84 per cent of unemployed persons were looking for full-time work. From August 1982 to August 1983, the estimated number of unemployed persons increased by 224,900. Between August 1983 and August 1990, the estimated number of unemployed persons fell by 98,900. Between August 1990 and August 1992, the number of unemployed persons rose by 319,000.

The unemployment rate for persons rose by 3.9 percentage points from 6.7 per cent in August 1982 to 10.6 per cent in August 1992. In August 1992 the unemployment rate for males aged 15 to 19 years was 25.1 per cent, while for females aged 15 to 19 years the unemployment rate was 24.8 per cent.

The average duration of unemployment rose from 33 weeks in August 1982 to a peak of 51.3 weeks in August 1988 before falling to 43 weeks in August 1991. The median duration of unemployment in August 1992 was 30 weeks, compared with 24 weeks in 1991. Between August 1991 and August 1992 the average duration of unemployment increased to 51.2 weeks.

CHART 4.1. UNEMPLOYED PERSONS, AUSTRALIA



Indicates break in series. Estimates from August 1986 are based on a revised definition introduced in April 1986. See the Technical Notes for further information.
Source: *The Labour Force, Australia* (6203.0).

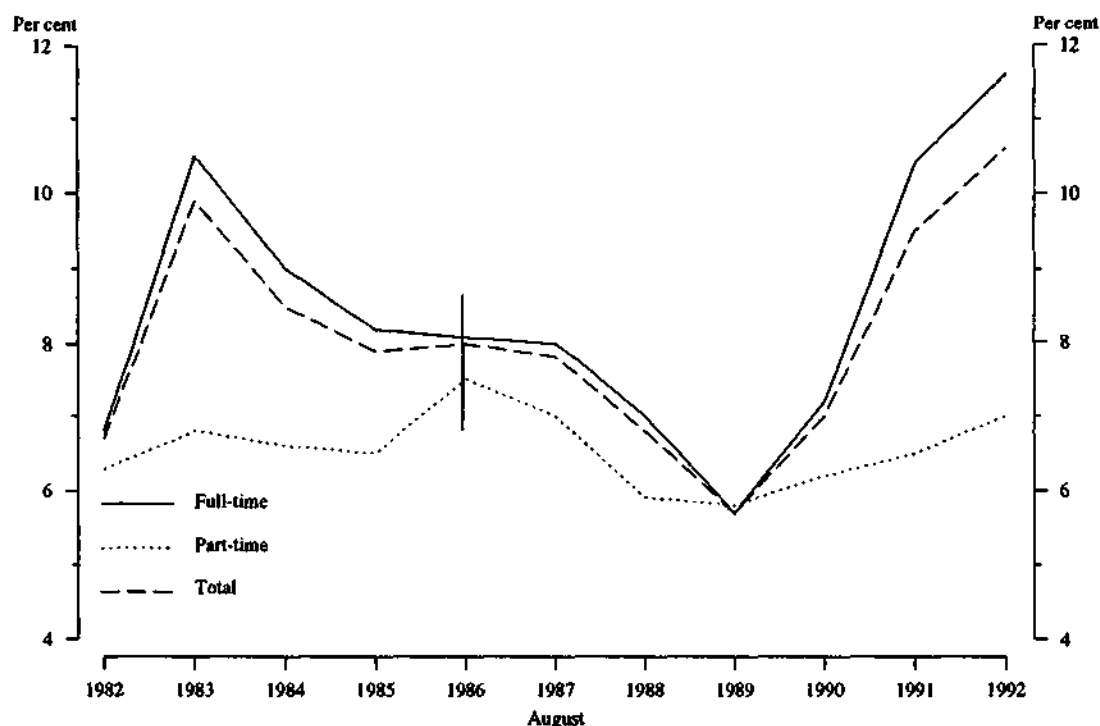
TABLE 4.1. UNEMPLOYED PERSONS: WHETHER LOOKING FOR FULL-TIME OR PART-TIME WORK, AUSTRALIA, AUGUST 1982 TO AUGUST 1992

AUGUST 1982 TO AUGUST 1992									
August	Males			Females			Persons		
	Looking for full-time work	Looking for part-time work	Total	Looking for full-time work	Looking for part-time work	Total	Looking for full-time work	Looking for part-time work	Total
	NUMBER ('000)								
1982	250.4	21.3	271.7	137.2	52.5	189.7	387.6	73.8	461.4
1983	409.5	20.2	429.7	197.9	59.3	257.1	607.4	79.5	686.8
1984	358.6	22.6	381.2	165.0	57.9	222.8	523.5	80.5	604.0
1985	325.4	23.7	349.1	162.7	60.9	223.6	488.0	84.7	572.7
1986(a)	320.9	28.3	349.3	170.9	77.5	248.4	491.8	105.8	597.6
1987	317.2	29.8	347.1	177.8	77.1	255.0	495.1	107.0	602.0
1988	279.9	25.8	305.7	165.5	67.4	233.0	445.4	93.3	538.7
1989	230.7	30.0	260.7	139.4	69.3	208.7	370.1	99.3	469.4
1990	305.1	32.8	338.0	173.2	76.3	249.5	478.3	109.1	587.4
1991	465.4	37.2	502.6	221.6	81.8	303.4	687.0	119.1	806.0
1992	521.0	43.4	564.4	244.0	97.9	342.0	765.1	141.3	906.4
UNEMPLOYMENT RATE (per cent)									
1982	6.2	8.1	6.3	8.4	5.8	7.5	6.8	6.3	6.7
1983	10.1	7.7	9.9	11.7	6.5	9.9	10.5	6.8	9.9
1984	8.7	8.4	8.7	9.6	6.0	8.3	9.0	6.6	8.5
1985	7.8	8.5	7.8	9.2	6.0	8.0	8.2	6.5	7.9
1986(a)	7.6	9.2	7.7	9.2	7.0	8.4	8.1	7.5	8.0
1987	7.4	8.6	7.5	9.4	6.5	8.3	8.0	7.0	7.8
1988	6.4	7.8	6.5	8.4	5.4	7.3	7.0	5.9	6.8
1989	5.2	7.8	5.4	6.9	5.2	6.2	5.7	5.8	5.7
1990	6.7	8.2	6.9	8.2	5.5	7.1	7.2	6.2	7.0
1991	10.3	8.1	10.2	10.4	5.8	8.6	10.4	6.5	9.5
1992	11.6	8.5	11.3	11.7	6.5	9.5	11.6	7.0	10.6

(a) Estimates from August 1986 are based on a revised definition introduced in April 1986. See the Technical Notes for further information.

Source: *The Labour Force, Australia* (6203.0).

CHART 4.2 UNEMPLOYMENT RATES: WHETHER LOOKING FOR FULL-TIME OR PART-TIME WORK, AUSTRALIA



Indicates a break in series. Estimates from August 1986 are based on a revised definition introduced in April 1986. See the Technical Notes for further information.

Source: *The Labour Force, Australia* (6203.0).

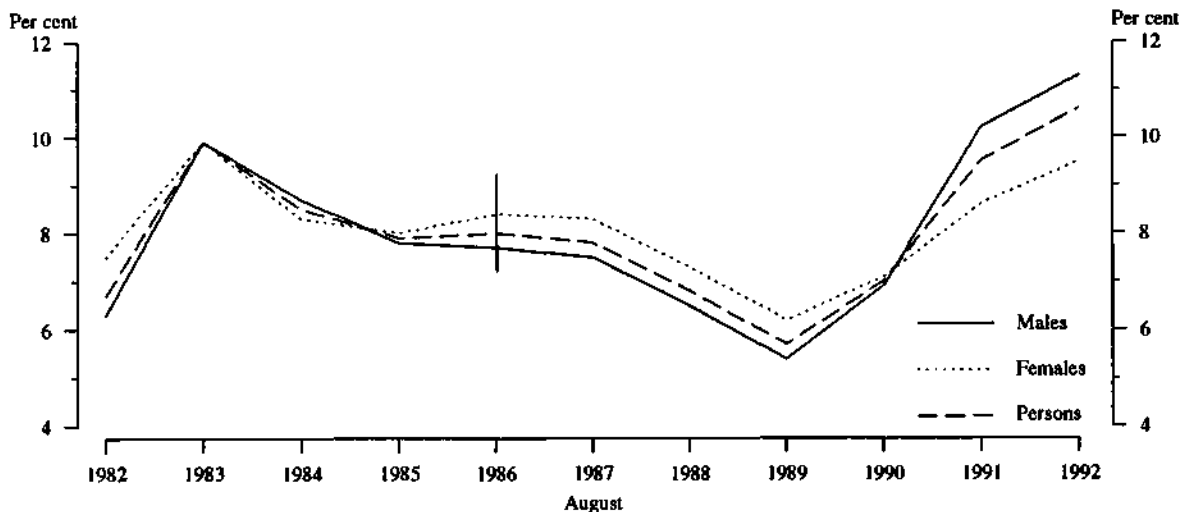
TABLE 4.2. UNEMPLOYED PERSONS: UNEMPLOYMENT RATES, BY AGE, AUSTRALIA, AUGUST 1982 TO AUGUST 1992
(per cent)

August	Age group					55 and over	Total
	15-19	20-24	25-34	35-44	45-54		
MALES							
1982	16.3	11.2	5.5	3.6	3.6	3.3	6.3
1983	23.0	17.3	9.1	6.0	5.9	6.5	9.9
1984	22.1	14.2	7.6	5.0	5.7	5.8	8.7
1985	19.3	12.4	7.2	4.4	4.8	6.7	7.8
1986(a)	18.7	12.3	6.8	4.6	5.5	5.5	7.7
1987	18.0	12.6	7.0	4.8	4.2	5.5	7.5
1988	15.1	10.8	5.6	3.8	4.5	6.3	6.5
1989	12.9	8.0	5.1	3.5	3.0	5.0	5.4
1990	16.6	12.1	7.0	3.8	3.2	5.7	6.9
1991	21.8	16.3	9.9	7.4	6.0	8.9	10.2
1992	25.2	18.3	10.8	7.5	7.2	10.6	11.3
FEMALES							
1982	17.0	8.8	6.9	4.8	3.6	2.7	7.5
1983	22.2	11.5	9.5	6.8	4.8	2.5	9.9
1984	19.7	10.3	7.1	5.6	4.6	2.6	8.3
1985	17.1	10.4	7.5	5.3	4.4	2.7	8.0
1986(a)	19.5	9.9	7.6	6.0	4.5	3.1	8.4
1987	19.4	10.5	7.5	6.1	4.5	2.2	8.3
1988	15.9	10.9	6.6	4.8	3.9	2.7	7.3
1989	14.6	7.9	5.8	3.9	4.1	2.4	6.2
1990	16.5	9.6	7.1	4.7	4.0	2.8	7.1
1991	20.2	12.9	7.8	5.5	5.7	3.9	8.6
1992	24.8	13.7	8.6	6.5	5.8	2.7	9.5
PERSONS							
1982	16.6	10.2	6.0	4.0	3.6	3.1	6.7
1983	22.6	14.7	9.2	6.3	5.5	5.5	9.9
1984	20.9	12.5	7.4	5.3	5.3	5.0	8.5
1985	18.2	11.5	7.3	4.7	4.7	5.7	7.9
1986(a)	19.1	11.2	7.1	5.2	5.1	4.9	8.0
1987	18.7	11.6	7.2	5.3	4.3	4.6	7.8
1988	15.5	10.9	6.0	4.2	4.2	5.3	6.8
1989	13.7	8.0	5.4	3.6	3.4	4.4	5.7
1990	16.5	11.0	7.1	4.2	3.5	4.9	7.0
1991	21.0	14.7	9.0	6.6	5.9	7.5	9.5
1992	25.0	16.2	9.9	7.1	6.7	8.4	10.6

(a) Estimates from August 1986 are based on a revised definition introduced in April 1986. See the Technical Notes for further information.

Source: *The Labour Force, Australia* (6203.0).

CHART 4.3. UNEMPLOYMENT RATES, AUSTRALIA



Indicates break in series. Estimates from August 1986 are based on a revised definition introduced in April 1986. See the Technical Notes for further information.

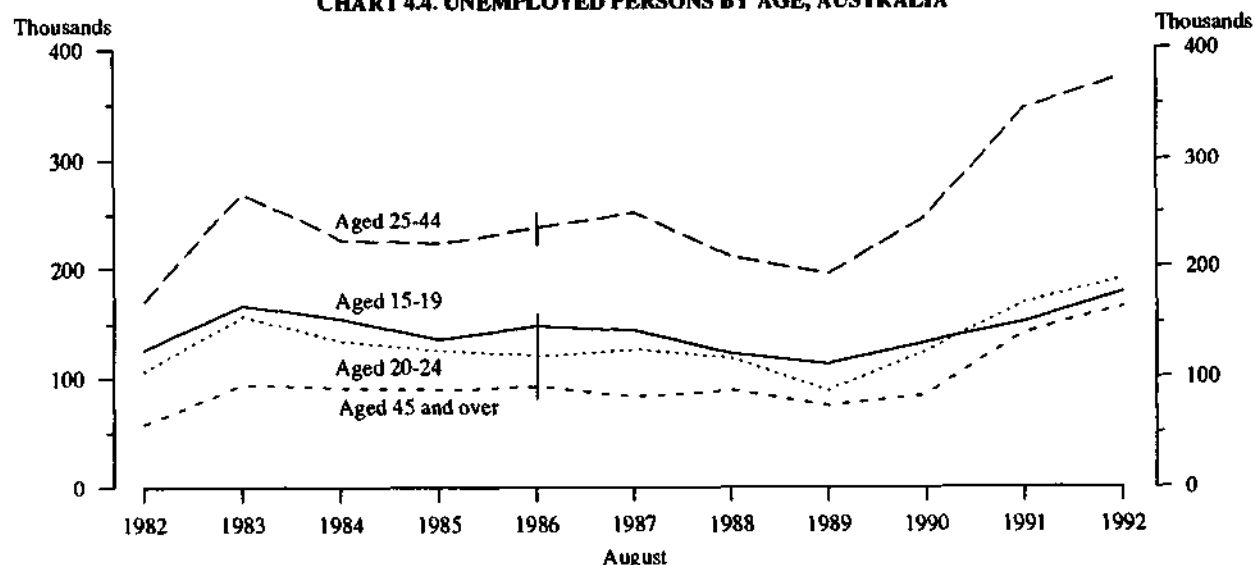
Source: *The Labour Force, Australia* (6203.0).

TABLE 4.3. UNEMPLOYED PERSONS: BIRTHPLACE BY AGE, AUSTRALIA, AUGUST 1992

	Number unemployed ('000)			Unemployment rate (per cent)		
	Males	Females	Persons	Males	Females	Persons
BORN IN AUSTRALIA						
Total	391.7	242.9	634.6	10.7	8.9	9.9
Looking for full-time work	358.2	168.2	526.4	10.9	10.8	10.9
Looking for part-time work	33.5	74.7	108.2	8.5	6.3	6.9
Aged 15-19	82.1	78.2	160.3	24.6	24.5	24.5
Aged 20 and over	309.6	164.7	474.3	9.3	6.8	8.2
20-24	94.0	59.3	153.3	17.1	12.7	15.1
25-34	99.9	48.1	148.0	9.9	7.0	8.7
35-44	54.7	37.4	92.1	6.4	5.5	6.0
45-54	33.7	17.3	51.1	5.7	4.1	5.0
55 and over	27.3	* 2.6	29.9	7.9	* 1.7	6.0
Aged 15-64	390.8	242.3	633.1	10.8	8.9	10.0
BORN OUTSIDE AUSTRALIA						
Total	172.7	99.0	271.8	13.1	11.6	12.5
Looking for full-time work	162.8	75.8	238.6	13.5	14.3	13.7
Looking for part-time work	9.9	23.2	33.1	8.6	7.1	7.5
Aged 15-19	9.0	7.9	17.0	32.2	28.0	30.1
Aged 20 and over	163.7	91.1	254.8	12.7	11.0	12.0
20-24	21.9	14.2	36.0	25.8	20.6	23.5
25-34	41.8	30.6	72.4	13.7	13.7	13.7
35-44	38.3	24.3	62.5	9.9	8.8	9.4
45-54	32.3	19.3	51.6	10.0	9.4	9.7
55 and over	29.4	* 2.9	32.2	15.5	* 5.2	13.2
Aged 15-64	172.3	99.0	271.4	13.2	11.6	12.6
TOTAL						
Total	564.4	342.0	906.4	11.3	9.5	10.6
Looking for full-time work	521.0	244.0	765.1	11.6	11.7	11.6
Looking for part-time work	43.4	97.9	141.3	8.5	6.5	7.0
Aged 15-19	91.1	86.2	177.3	25.1	24.8	25.0
Aged 20 and over	473.3	255.8	729.1	10.2	7.9	9.3
20-24	115.9	73.4	189.3	18.3	13.7	16.2
25-34	141.7	78.7	220.4	10.8	8.6	9.9
35-44	93.0	61.6	154.6	7.5	6.5	7.1
45-54	66.0	36.6	102.7	7.2	5.8	6.6
55 and over	56.7	5.5	62.1	10.6	2.6	8.4
Aged 15-64	563.1	341.4	904.5	11.5	9.6	10.7

Source: The Labour Force, Australia (6203.0).

CHART 4.4. UNEMPLOYED PERSONS BY AGE, AUSTRALIA



Indicates break in series. Estimates from August 1986 are based on a revised definition introduced in April 1986. See the Technical Notes for further information.
Source: The Labour Force, Australia (6203.0).

TABLE 4.4. UNEMPLOYED PERSONS: DURATION OF UNEMPLOYMENT, AUSTRALIA, AUGUST 1982 TO AUGUST 1992

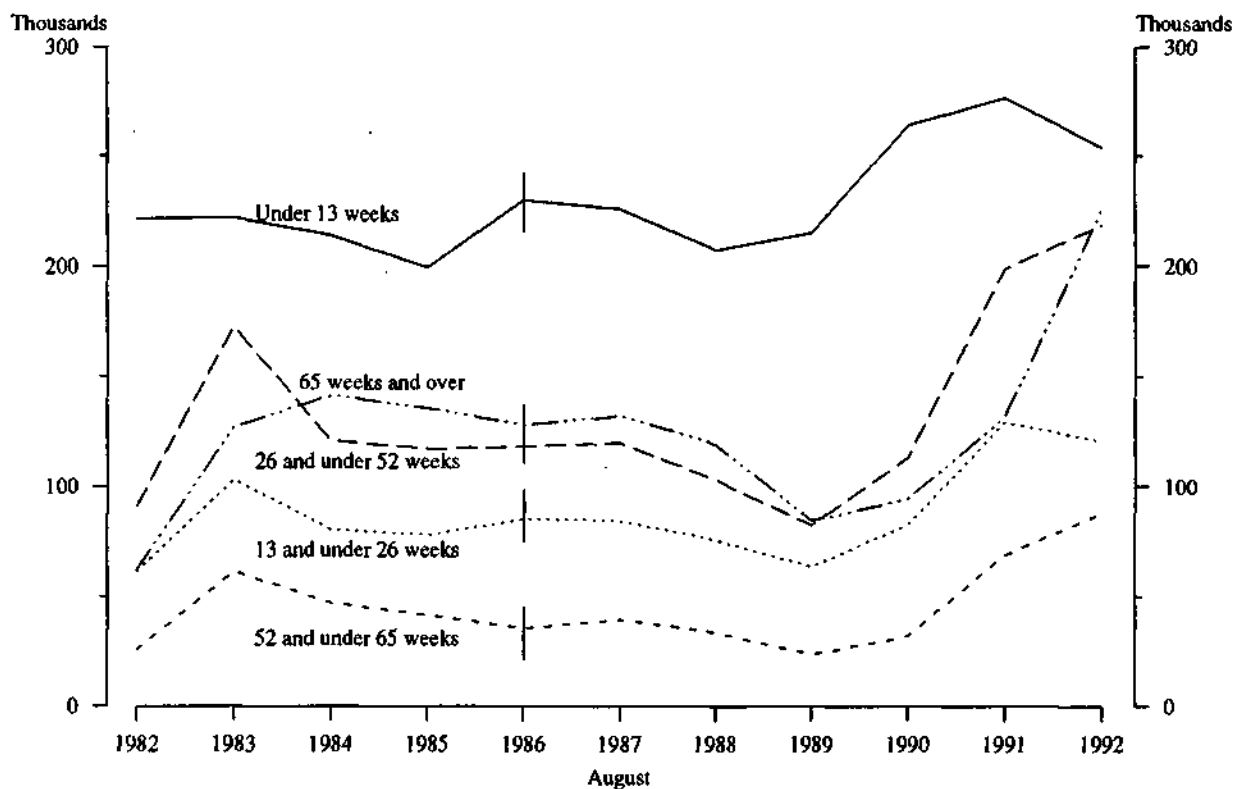
Duration of unemployment (weeks)	August										
	1982	1983	1984	1985	1986(a)	1987	1988	1989	1990	1991	1992
	—'000—										
Under 2	38.7	32.4	34.2	38.8	47.3	41.7	41.3	47.3	40.3	39.7	44.4
2 and under 4	58.2	49.7	56.8	55.6	56.7	59.6	54.9	54.8	68.2	66.8	58.1
4 and under 8	72.4	73.9	64.0	57.6	67.3	67.9	60.6	68.8	88.0	87.5	83.4
8 and under 13	52.3	65.9	58.8	47.6	58.4	56.4	50.6	44.6	67.5	82.5	68.1
13 and under 26	61.2	103.1	80.5	78.2	85.3	84.2	75.7	63.8	82.9	129.4	120.4
26 and under 39	73.3	123.5	94.9	87.9	91.3	94.6	78.3	62.5	89.3	144.7	154.9
39 and under 52	17.8	49.6	26.2	29.7	27.6	25.5	24.4	19.9	24.3	54.4	64.0
52 and under 65	25.7	61.3	46.9	41.3	35.7	39.6	33.6	23.7	32.3	69.1	87.8
65 and under 104	18.6	43.3	49.2	30.7	32.1	36.7	29.7	19.4	24.6	49.7	90.2
104 and over	43.4	84.2	92.4	105.1	96.1	95.7	89.6	65.1	70.2	82.2	135.2
Total	461.4	686.8	604.0	572.7	597.6	602.0	538.7	469.4	587.4	806.0	906.4
	—weeks—										
Average duration	32.6	41.4	45.5	49.5	48.6	48.3	51.3	44.5	43.7	43.0	51.2
Median duration	13	26	26	26	21	23	22	15	15	25	30

(a) Estimates from August 1986 are based on a revised definition introduced in April 1986. See the Technical Notes for further information.

Note: Estimates for average and median durations of unemployment refer to current period of unemployment, not completed periods. See the Glossary for further information.

Source: *The Labour Force, Australia* (6203.0).

CHART 4.5. UNEMPLOYED PERSONS: DURATION OF UNEMPLOYMENT, AUSTRALIA



Indicates break in series. Estimates from August 1986 are based on a revised definition introduced in April 1986. See the Technical Notes for further information.

Source: *The Labour Force, Australia* (6203.0).

CHART 4.6. UNEMPLOYED PERSONS: AVERAGE DURATION OF UNEMPLOYMENT AND AGE, AUSTRALIA

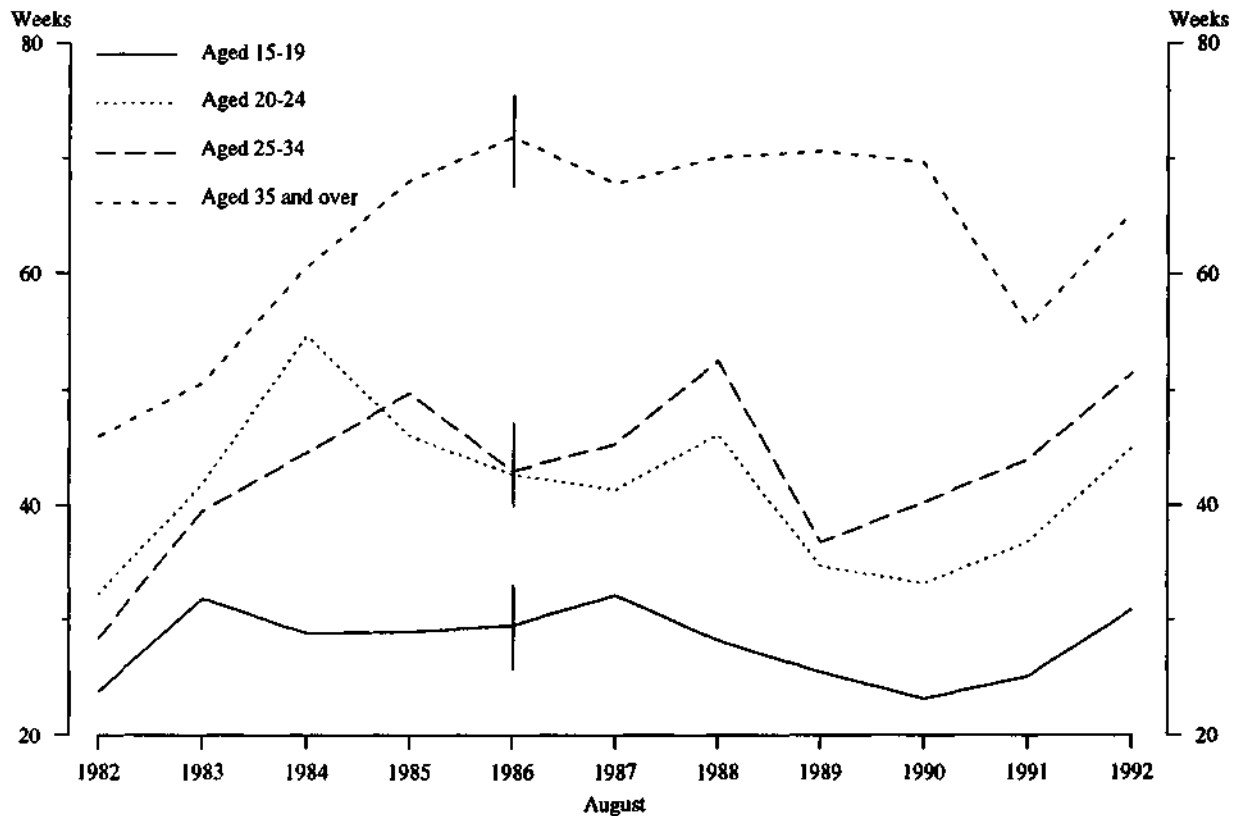


TABLE 4.5. UNEMPLOYED PERSONS: DURATION OF UNEMPLOYMENT, AGE, MARITAL STATUS AND WHETHER LOOKING FOR FULL-TIME OR PART-TIME WORK, AUSTRALIA, AUGUST 1992

Duration of unemployment (weeks)	Age group					Married	Not married	Looking for—	
	15-19	20-24	25-34	35-54	Total(a)			Full-time work	Part-time work
					—'000—				
Under 52	141.4	127.7	143.8	150.4	593.2	222.3	371.0	477.6	115.6
under 2	15.4	8.7	9.2	8.7	44.4	15.3	29.1	22.7	21.7
2 and under 4	13.4	13.0	12.4	17.4	58.1	21.5	36.6	37.4	20.7
4 and under 8	20.6	18.1	15.5	25.2	83.4	33.1	50.2	68.2	15.2
8 and under 13	20.0	12.8	16.5	14.8	68.1	25.3	42.8	54.1	14.1
13 and under 26	23.2	28.1	35.2	28.9	120.4	45.2	75.2	105.1	15.3
26 and under 39	35.8	34.8	35.3	40.7	154.9	54.8	100.0	130.2	24.7
39 and under 52	13.0	12.3	19.6	14.6	64.0	27.0	37.0	60.0	4.0
52 and over	35.9	61.6	76.6	106.9	313.2	144.8	168.3	287.5	25.7
52 and under 65	12.3	19.7	23.0	26.3	87.8	36.8	50.9	78.2	9.6
65 and under 104	14.4	17.2	23.2	29.2	90.2	40.3	49.9	82.9	7.3
104 and over	9.2	24.8	30.5	51.4	135.2	67.7	67.5	126.5	8.8
Total	177.3	189.3	220.4	257.3	906.4	367.1	539.3	765.1	141.3
					—weeks—				
Average duration	30.9	45.0	51.5	59.9	51.2	58.8	46.1	55.2	29.5
Median duration	22	30	31	35	30	34	28	34	12

(a) Includes persons aged 55 and over, details for whom are not shown separately.

Source: *The Labour Force, Australia* (6203.0).

TABLE 4.6. UNEMPLOYED PERSONS: REASON FOR UNEMPLOYMENT, AUSTRALIA

Month	Reason for unemployment					Per cent of unemployed					
	Job loser	Job leaver	Stood down	Looking for first job	Former workers	Total	Job loser	Job leaver	Stood down	Looking for first job	Former workers
	—'000—					—per cent—					
1990—											
August	219.0	127.8	14.3	91.5	134.8	587.4	37.3	21.8	2.4	15.6	22.9
1991—											
August	381.8	131.4	21.2	110.6	161.0	806.0	47.4	16.3	2.6	13.7	20.0
September	375.0	149.3	30.6	126.8	185.6	867.2	43.2	17.2	3.5	14.6	21.4
October	357.7	134.4	19.0	110.9	179.6	801.6	44.6	16.8	2.4	13.8	22.4
November	363.1	126.1	20.8	127.5	180.1	817.5	44.4	15.4	2.5	15.6	22.0
December	368.1	130.9	19.6	205.6	196.1	920.4	40.0	14.2	2.1	22.3	21.3
1992—											
January	394.1	135.2	24.8	196.6	208.9	959.7	41.1	14.1	2.6	20.5	21.8
February	409.9	134.6	23.3	185.6	244.3	997.7	41.1	13.5	2.3	18.6	24.5
March	390.5	126.8	28.1	164.4	239.5	949.1	41.1	13.4	3.0	17.3	25.2
April	383.0	120.7	21.3	147.0	238.9	910.9	42.0	13.3	2.3	16.1	26.2
May	391.9	120.9	20.6	152.3	234.8	920.4	42.6	13.1	2.2	16.5	25.5
June	378.2	123.6	23.4	150.3	238.7	914.2	41.4	13.5	2.6	16.4	26.1
July	389.6	123.4	24.8	142.3	246.2	926.3	42.1	13.3	2.7	15.4	26.6
August	369.3	119.4	19.1	163.5	235.0	906.4	40.7	13.2	2.1	18.0	25.9

Source: The Labour Force, Australia (6203.0).

TABLE 4.7. UNEMPLOYED PERSONS: INDUSTRY AND OCCUPATION OF LAST FULL-TIME JOB, AUSTRALIA
AUGUST 1992

	Number unemployed ('000)			Unemployment rate (per cent)		
	Males	Females	Persons	Males	Females	Persons
Had worked full time for two weeks or more in the last two years	354.7	134.0	488.7	7.4	4.0	6.0
Industry division or subdivision —						
Agriculture, forestry, fishing & hunting	26.9	4.8	31.7	8.8	3.9	7.4
Agriculture & services to agriculture	22.0	4.6	26.6	7.8	3.9	6.6
Forestry & logging, fishing & hunting	4.9	* 0.3	5.1	19.7	* 5.9	17.6
Mining	8.4	* 1.0	9.4	9.2	* 10.0	9.3
Manufacturing	90.8	23.9	114.7	10.1	7.4	9.4
Food, beverages and tobacco	17.5	6.2	23.7	11.7	8.9	10.8
Metal products	16.7	* 1.6	18.4	9.6	* 6.6	9.2
Other manufacturing	56.6	16.1	72.7	9.9	7.0	9.1
Electricity, gas and water	* 2.4	* 1.2	3.6	* 2.6	* 7.8	3.3
Construction	64.3	* 2.4	66.6	12.3	* 3.3	11.2
Wholesale and retail trade	66.2	35.9	102.0	7.1	4.7	6.0
Wholesale trade	18.8	6.1	25.0	5.4	3.9	5.0
Retail trade	47.3	29.8	77.1	8.1	4.9	6.5
Transport and storage	21.6	* 3.2	24.8	6.7	* 4.2	6.2
Communication	3.6	* 1.0	4.5	4.3	* 2.7	3.8
Finance, property & business services	22.2	14.4	36.6	4.6	3.2	3.9
Public administration and defence	6.5	4.9	11.4	2.9	3.7	3.2
Community services	15.2	20.9	36.1	2.9	2.1	2.4
Recreation, personal & other services	26.6	20.6	47.2	8.7	5.5	7.0
Occupation group —						
Managers and administrators	18.5	5.9	24.4	2.8	2.6	2.7
Professionals	19.8	8.1	27.8	3.1	1.8	2.6
Para-professionals	9.4	* 2.6	12.0	3.6	* 1.2	2.5
Tradespersons	97.0	8.4	105.4	8.6	6.6	8.4
Clerks	11.5	33.0	44.5	3.9	3.2	3.4
Salespersons and personal service workers	33.9	39.7	73.7	7.7	4.9	5.9
Plant and machine operators, and drivers	40.5	9.4	50.0	7.9	10.9	8.4
Labourers and related workers	124.0	26.8	150.8	14.5	6.3	11.8
Other	202.4	196.2	398.6	..	..	..
Looking for first job	76.1	87.5	163.5	..	..	..
Looking for full-time work	52.9	52.4	105.4	..	..	..
Former workers	126.3	108.8	235.0	..	..	..
Stood down	7.4	11.7	19.1	..	..	..
Total	564.4	342.0	906.4	11.3	9.5	10.6

Source: The Labour Force, Australia (6203.0).

Job Search Experience of Unemployed Persons

In July 1992, the labour force numbered 8,667,900 persons, of whom 900,000 were unemployed persons taking active steps to find work. Of these, 87 per cent were persons looking for full-time work.

The most frequently reported difficulty in finding work was the belief that there are 'no vacancies at all'. The number of persons reporting this as the main difficulty had fallen from 33 per cent in June 1991 to 32 per cent in July 1992.

In July 1992, 82 per cent of unemployed persons reported that they were registered with the Commonwealth Employment Service (CES). Over the last decade, this percentage has been within the range of 73 per cent (July 1982) to 82 per cent (July 1992). The July 1992 percentage registered with the CES is the highest recorded since the survey was first conducted in May 1976.

There were 331,300 persons (37 per cent of total unemployed) whose current period of unemployment (at July 1992) was one year or more. For this group the most frequently reported main difficulties in finding work were 'no vacancies at all', 'considered too young or too old by employers', 'lacked the necessary skills/education' and 'no vacancies in line of work'.

TABLE 4.8. UNEMPLOYED PERSONS: MAIN DIFFICULTY IN FINDING WORK, AUSTRALIA, JULY 1982 TO JULY 1992

	July 1982	July 1984	June 1986	July 1988	July 1990	June 1991	July 1992	
<i>Main difficulty in finding work</i>	— per cent —							('000)
No vacancies at all	26.9	23.8	19.0	16.1	16.7	33.4	31.9	287.1
No vacancies in line of work	16.3	16.0	16.0	12.0	14.5	18.4	17.1	154.3
Considered too young or too old by employers	15.3	15.5	16.3	16.5	15.3	11.7	13.8	124.2
Lacked necessary skills/education	7.3	10.5	10.0	12.0	13.4	8.9	9.5	85.7
Insufficient work experience	9.7	9.8	10.1	10.9	9.3	7.9	8.0	71.7
Own ill health or disability	3.8	4.1	5.8	6.6	6.7	3.8	4.2	38.1
Too far to travel/transport problems	4.7	4.9	5.7	6.9	5.2	3.6	3.9	35.1
Language difficulties	2.4	2.8	2.1	3.2	4.4	2.2	2.6	23.4
Unsuitable hours	4.0	2.8	4.0	3.6	3.4	2.2	1.9	17.5
Difficulties with childcare/other family responsibilities(a)	..	..	..	..	..	..	1.2	10.9
Other difficulties(b)	5.5	5.3	5.0	6.1	5.5	5.1	2.6	23.7
No difficulties reported	4.0	4.4	6.1	6.2	5.6	2.7	3.2	28.4
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	900.0

(a) Collected separately for the first time in 1992. (b) Includes persons who reported difficulties with ethnic background.

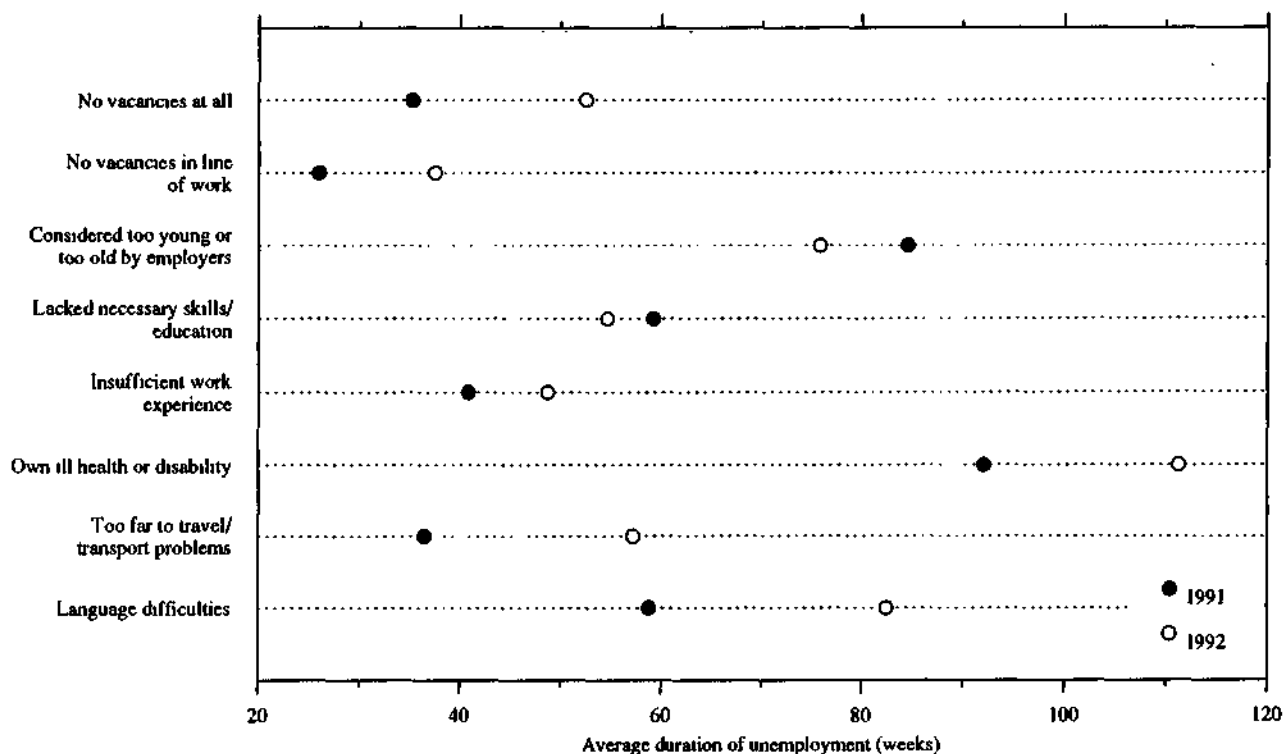
Source: Job Search Experience of Unemployed Persons, Australia (6222.0).

TABLE 4.9. UNEMPLOYED PERSONS: ACTIVE STEPS TAKEN TO FIND WORK, AUSTRALIA, JULY 1982 TO JULY 1992

	July 1982	July 1984	June 1986	July 1988	July 1990	June 1991	July 1992	
<i>Active steps taken to find work</i>	— per cent —							('000)
Registered with the CES and—								
Took no other active steps	0.8	1.3	1.5	1.4	1.5	0.6	0.7	6.6
Contacted prospective employers	66.9	73.8	70.4	71.7	69.7	74.5	77.9	701.0
Took other active steps	5.0	6.7	6.9	6.1	4.7	3.4	3.8	33.9
Total	72.7	81.8	78.8	79.2	75.8	78.5	82.4	741.5
Not registered with the CES and—								
Contacted prospective employers	24.8	16.4	19.3	19.0	22.2	19.5	15.5	139.6
Took other active steps	2.5	1.8	1.9	1.8	2.0	2.0	2.1	18.9
Total	27.3	18.2	21.2	20.8	24.2	21.5	17.6	158.5
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	900.0

Source: Job Search Experience of Unemployed Persons, Australia (6222.0).

CHART 4.7. UNEMPLOYED PERSONS: AVERAGE DURATION OF UNEMPLOYMENT BY SELECTED MAIN DIFFICULTIES IN FINDING WORK, AUSTRALIA, JUNE 1991 AND JULY 1992



Source: *Job Search Experience of Unemployed Persons, Australia (6222.0)*

TABLE 4.10. UNEMPLOYED PERSONS: WHETHER WOULD MOVE INTERSTATE OR INTRASTATE IF OFFERED A SUITABLE JOB, AUSTRALIA, JULY 1982 TO JULY 1992

	July 1982	July 1984	June 1986	July 1988	July 1990	June 1991	July 1992	
	— per cent —							('000)
WHETHER WOULD MOVE INTERSTATE IF OFFERED A SUITABLE JOB								
Would move interstate	27.9	26.9	26.0	24.9	24.7	28.9	31.5	283.3
Would not move interstate	60.4	61.2	63.0	63.3	65.1	58.3	55.0	494.6
Moving interstate would depend—								
On job conditions	4.0	5.4	4.0	5.1	4.1	5.0	4.6	41.3
On other conditions	5.4	4.4	4.9	4.3	4.2	5.2	5.8	52.3
Total	9.4	9.8	8.9	9.5	8.3	10.2	10.4	93.6
Undecided	2.2	2.2	2.1	2.3	2.0	2.7	3.2	28.5
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	900.0
WHETHER WOULD MOVE INTRASTATE IF OFFERED A SUITABLE JOB								
Would move intrastate	41.1	40.5	37.2	37.4	38.4	42.6	44.9	404.3
Would not move intrastate	46.2	45.5	49.8	48.5	49.5	43.3	39.9	358.7
Moving intrastate would depend—								
On job conditions	3.3	5.7	3.8	4.6	4.0	4.7	5.0	41.8
On other conditions	7.8	6.6	7.4	7.5	6.5	7.5	8.0	71.6
Total	11.0	12.2	11.2	12.1	10.5	12.2	12.9	116.4
Undecided	1.7	1.8	1.9	2.0	1.7	2.0	2.3	20.6
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	900.0

Source: *Job Search Experience of Unemployed Persons, Australia (6222.0)*.

Successful and Unsuccessful Job Search Experience

In July 1992 there were an estimated 1,453,000 persons who had started a job for wages or salary (lasting two weeks or more) in the previous twelve months. Of these persons, 1,029,200 had been out of work before starting their job, while 423,800 persons changed employer to start the job.

There were a further 970,800 persons who had looked for, but not started, a job for wages or salary in the last year.

Of the persons who started a job for wages or salary, 39 per cent (563,500) obtained their job by approaching the employer without prior knowledge that the job was available, while 37 per cent (537,300) approached the employer to obtain a job they knew was available. The remaining 24 per cent (352,200) of jobs had been obtained as a result of the employer approaching the jobseeker.

Persons aged 20 years and over were more likely to have started a job in their preferred occupation (67%) than persons aged 15 to 19 years (55%). Persons who changed employer to start their job were far more likely to be working in their preferred occupation (77%) than those who were out of work prior to starting the job (59%). This was the case for all age groups tabulated, except those aged 55 years and over.

**TABLE 4.11. PERSONS WHO STARTED A JOB FOR WAGES OR SALARY DURING THE PREVIOUS TWELVE MONTHS
METHOD OF JOB ATTAINMENT AND WHETHER OUT OF WORK PRIOR TO STARTING JOB
AUSTRALIA, JULY 1992**

Method of job attainment	Out of work prior to starting job			Changed employer to start job			Total			Total (per cent)
	Males	Females	Persons	Males	Females	Persons	Males	Females	Persons	
Jobseeker approached employer	422.6	392.7	815.4	141.0	144.5	285.4	563.6	537.2	1,100.8	75.8
Had no prior knowledge that job was available	222.4	198.7	421.1	69.7	72.7	142.4	292.1	271.4	563.5	38.8
First step taken —										
Tendered/advised for work	6.6	*3.1	9.7	*3.4	*1.8	5.2	10.0	4.9	15.0	1.0
Contacted likely employers	130.6	115.9	246.5	39.7	42.5	82.2	170.2	158.5	328.7	22.6
Contacted friends/relatives	47.2	33.1	80.3	12.6	12.4	25.0	59.8	45.5	105.3	7.2
Checked CES noticeboards/registered with CES	18.2	14.1	32.3	*2.2	*2.8	5.0	20.4	16.9	37.2	2.6
Other	19.8	32.5	52.3	11.8	13.2	25.0	31.7	45.7	77.3	5.3
Had prior knowledge that job was available	200.3	194.0	394.3	71.2	71.8	143.0	271.5	265.8	537.3	37.0
Through CES	22.9	16.5	39.5	*1.3	3.8	5.0	24.2	20.3	44.5	3.1
Through private employment agency	*1.5	4.7	6.2	*0.5	*2.3	*2.8	*2.0	7.0	9.0	0.6
Through school programs	*2.2	3.9	6.2	*2.2	*0.4	*2.5	4.4	4.3	8.7	0.6
Through newspaper advertisements	60.1	66.8	126.9	22.6	27.6	50.1	82.7	94.4	177.0	12.2
Through friends, relatives, company contacts	95.3	82.5	177.8	38.4	28.7	67.2	133.7	111.2	244.9	16.9
Through other sources	18.3	19.6	37.9	6.4	9.0	15.3	24.6	28.6	53.2	3.7
Employer approached jobseeker	96.2	117.6	213.8	71.4	67.0	138.4	167.5	184.7	352.2	24.2
Total	518.8	510.4	1,029.2	212.3	211.5	423.8	731.1	721.9	1,453.0	100.0

Source: *Successful and Unsuccessful Job Search Experience, Australia (6245.0)*.

**TABLE 4.12. PERSONS WHO STARTED A JOB FOR WAGES OR SALARY DURING THE PREVIOUS TWELVE MONTHS:
AGE, WHETHER OUT OF WORK PRIOR TO STARTING JOB AND WHETHER JOB STARTED WAS IN
PREFERRED OCCUPATION, AUSTRALIA, JULY 1992
(*000)**

Age group	Out of work prior to starting job			Changed employer to start job			Total		
	Job was in preferred occupation	Job was not in preferred occupation	Total(a)	Job was in preferred occupation	Job was not in preferred occupation	Total(a)	Job was in preferred occupation	Job was not in preferred occupation	Total(a)
15-19	132.5	52.3	254.8	34.6	7.2	51.6	167.1	59.5	306.4
20-24	134.5	54.0	228.2	70.4	16.3	94.2	205.0	70.3	322.4
25-34	164.8	57.0	269.3	114.3	18.6	143.4	279.2	75.7	412.7
35-44	109.8	37.9	172.0	70.2	8.6	87.7	180.0	46.5	259.7
45-54	51.1	15.9	77.2	30.3	*3.2	37.5	81.4	19.1	114.7
55 and over	18.5	*3.6	27.6	6.4	*1.5	9.5	24.9	5.1	37.0
Total	611.3	220.7	1,029.2	326.3	55.4	423.8	937.6	276.2	1,453.0

(a) Includes persons who did not have a preferred occupation.

Source: *Successful and Unsuccessful Job Search Experience, Australia (6245.0)*.

TABLE 4.13. PERSONS WHO STARTED A JOB FOR WAGES OR SALARY DURING THE PREVIOUS TWELVE MONTHS, AND PERSONS WHO HAD LOOKED FOR, BUT NOT STARTED, A JOB FOR WAGES OR SALARY DURING THE PREVIOUS TWELVE MONTHS: SUMMARY OF CHARACTERISTICS, AUSTRALIA, JULY 1990 AND JULY 1992
(^{'000})

	<i>Persons who started a job for wages or salary during the previous twelve months</i>						<i>Persons who had looked for, but not started, a job for wages or salary during the previous twelve months</i>	
	<i>Out of work prior to starting job</i>		<i>Changed employer to start job</i>		<i>Total</i>		<i>July 1990</i>	<i>July 1992</i>
	<i>July 1990</i>	<i>July 1992</i>	<i>July 1990</i>	<i>July 1992</i>	<i>July 1990</i>	<i>July 1992</i>		
<i>Age group —</i>								
15-19	287.7	254.8	160.2	51.6	447.9	306.4	102.2	168.4
20-24	217.3	228.2	166.0	94.2	383.3	322.4	85.0	170.6
25-34	286.4	269.3	248.9	143.4	535.3	412.7	130.0	242.7
35-44	174.5	172.0	157.8	87.7	332.2	259.7	98.0	184.1
45-54	77.1	77.2	60.5	37.5	137.6	114.7	59.6	125.3
55 and over	26.1	27.6	17.9	9.5	44.0	37.0	40.7	79.8
<i>Family status —</i>								
Member of a family	840.9	793.8	623.3	319.5	1,464.1	1,113.3	422.1	779.9
Husband or wife	414.6	399.5	364.4	204.0	779.0	603.5	230.2	429.0
With dependents present	280.5	256.2	225.1	126.7	505.6	382.9	160.2	278.3
Without dependents present	134.1	143.3	139.3	77.3	273.4	220.6	70.0	150.7
Sole parent	40.2	34.1	19.0	12.3	59.2	46.4	33.8	57.9
Other family head	10.8	10.4	10.2	*3.5	20.9	14.0	8.7	14.8
Full-time student aged 15-24	125.5	124.6	60.8	23.4	186.3	148.1	45.4	74.2
Other child of married couple or family head	229.3	204.7	158.8	70.9	388.1	275.6	93.4	186.4
Other relative of married couple or family head	20.5	20.4	10.2	5.4	30.7	25.8	10.5	17.7
Not a member of a family	165.6	169.8	145.9	79.0	311.5	248.8	64.4	140.8
Living alone	52.1	51.8	34.7	28.5	86.7	80.4	29.8	65.4
Not living alone	113.5	117.9	111.3	50.5	224.8	168.4	34.6	75.4
Family status not determined	62.6	65.7	42.1	25.3	104.6	91.0	29.1	50.0
<i>Birthplace and period of arrival —</i>								
Born in Australia	812.8	801.9	627.1	330.3	1,439.9	1,132.2	352.7	671.3
Born outside Australia	256.2	227.3	184.2	93.6	440.4	320.9	162.9	299.5
Arrived before 1961	23.0	20.2	20.0	8.0	43.0	28.3	21.8	36.4
Arrived 1961-1970	53.6	47.1	43.7	26.2	97.2	73.3	36.0	67.7
Arrived 1971-1980	61.3	55.1	45.1	22.9	106.4	78.0	37.8	68.7
Arrived 1981-1990	118.3	75.3	75.5	28.9	193.8	104.2	67.2	101.7
Arrived 1991 to survey date	..	29.5	..	7.5	..	37.1	..	25.0
Born in main English-speaking countries	124.4	113.4	104.2	56.8	228.6	170.2	53.8	99.1
Born in other countries	131.8	113.9	80.0	36.8	211.8	150.6	109.0	200.3
<i>State or Territory of usual residence —</i>								
New South Wales	321.4	324.1	264.6	128.6	586.0	452.7	165.4	313.6
Victoria	256.7	233.3	214.0	90.9	470.7	324.1	117.9	269.5
Queensland	220.3	218.9	141.1	87.3	361.4	306.2	100.1	168.8
South Australia	85.9	81.1	66.1	35.1	152.0	116.2	47.4	87.5
Western Australia	122.1	115.4	81.9	54.5	203.9	169.9	54.9	83.9
Tasmania	26.8	23.4	15.8	9.7	42.6	33.1	17.7	27.2
Northern Territory	13.1	12.5	8.1	7.8	21.3	20.3	3.9	7.0
Australian Capital Territory	22.8	20.6	19.6	9.8	42.4	30.5	8.2	13.3
<i>Labour force status —</i>								
In the labour force	937.9	918.5	766.9	406.3	1,704.8	1,324.9	391.7	762.2
Employed	793.1	743.4	736.6	390.2	1,529.7	1,133.7	32.2	76.7
Unemployed	144.8	175.1	30.3	16.1	175.1	191.2	359.5	685.4
Not in the labour force	131.2	110.7	44.4	17.5	175.6	128.2	123.8	208.6
<i>Sex —</i>								
Males	510.4	518.8	444.2	212.3	954.6	731.1	260.9	562.1
Females	558.6	510.4	367.1	211.5	925.8	721.9	254.6	408.7
<i>Persons</i>	<i>1,069.0</i>	<i>1,029.2</i>	<i>811.3</i>	<i>423.8</i>	<i>1,880.3</i>	<i>1,453.0</i>	<i>515.6</i>	<i>970.8</i>

For footnotes see end of table

TABLE 4.13. PERSONS WHO STARTED A JOB FOR WAGES OR SALARY DURING THE PREVIOUS TWELVE MONTHS, AND PERSONS WHO HAD LOOKED FOR, BUT NOT STARTED, A JOB FOR WAGES OR SALARY DURING THE PREVIOUS TWELVE MONTHS: SUMMARY OF CHARACTERISTICS, AUSTRALIA, JULY 1990 AND JULY 1992 — *continued*
(^{'000})

	Persons who started a job for wages or salary during the previous twelve months						Persons who had looked for, but not started, a job for wages or salary during the previous twelve months	
	Out of work prior to starting job		Changed employer to start job		Total			
	July 1990	July 1992	July 1990	July 1992	July 1990	July 1992	July 1990	July 1992
Educational attainment —								
With post-school qualifications	386.7	434.8	392.8	238.2	779.5	673.0	155.7	366.3
Degree	75.6	91.7	99.0	65.8	174.6	157.5	23.5	54.6
Trade qualification/apprenticeship	102.0	122.0	107.3	58.7	209.3	180.7	48.3	125.9
Certificate or diploma	201.0	214.5	179.7	109.8	380.8	324.4	76.9	177.0
Other	8.1	6.7	6.7	3.8	14.8	10.5	7.0	8.8
Without post-school qualifications(a)	594.0	507.4	380.0	176.9	974.0	684.3	325.9	552.3
Attended highest level of secondary school available	186.1	192.5	142.0	73.5	328.0	266.0	71.7	136.6
Did not attend highest level of secondary school available	405.3	312.5	235.3	102.9	640.6	415.4	250.9	412.3
Left at age —								
18 and over	10.2	4.9	7.2	*2.6	17.5	7.5	5.5	13.0
16 or 17	190.4	152.8	116.4	51.8	306.8	204.6	88.9	162.4
14 or 15	189.2	145.0	105.0	45.4	294.2	190.3	139.5	204.2
13 and under	15.5	9.8	6.6	3.2	22.1	13.0	17.0	32.7
Still at school	88.3	86.9	38.5	8.8	126.8	95.7	34.0	52.2
Active steps taken in the previous twelve months to find work in preferred occupation/ occupation being sought —								
Had a preferred occupation	884.0	832.1	738.0	381.8	1,622.0	1,213.8	314.1	563.5
This job was in preferred occupation	671.4	611.3	653.5	326.3	1,324.9	937.6	..	..
This job was not in preferred occupation	212.6	220.7	84.5	55.4	297.1	276.2	..	..
Registered with the CES and —								
Took no other active steps	7.6	*3.6	*2.6	*0.7	10.2	4.3	12.1	16.8
Contacted prospective employers	74.7	95.3	12.6	10.2	87.3	105.5	147.3	328.8
Took other active steps	14.8	16.1	*2.5	*1.0	17.3	17.2	27.6	38.2
Total	97.1	115.0	17.6	12.0	114.7	127.0	187.0	383.8
Not registered with the CES and —								
Took only inactive steps	13.1	9.5	10.0	4.9	23.1	14.4	9.9	17.5
Contacted prospective employers	51.8	51.3	25.1	18.1	76.8	69.4	92.2	119.3
Took other active steps	17.3	17.6	10.8	7.3	28.1	24.9	23.6	40.5
Total	82.2	78.4	45.8	30.2	128.0	108.7	125.6	177.3
Had not looked for work in preferred occupation	33.4	27.3	21.0	13.2	54.4	40.5	*1.5	*2.4
Preferred occupation not specified	..	26.3	..	6.6	..	32.9	..	..
Did not have a preferred occupation(b)	185.0	170.9	73.3	35.5	258.3	206.3	201.4	407.4
Full-time or part-time status of job when started/whether looked for full-time or part-time work in the previous twelve months —								
Full-time	617.1	547.1	569.8	271.7	1,186.9	818.8	358.2	411.9
Part-time	451.9	482.1	241.5	152.1	693.4	634.2	138.4	191.7
Varied/both	..	..	..	..	..	..	18.9	367.2
Total	1,069.0	1,029.2	811.3	423.9	1,880.3	1,453.0	515.6	970.8

(a) Includes persons who never attended school and those for whom secondary school qualifications could not be determined. (b) Includes persons for whom a preferred occupation was not specified in July 1990.

Source: Successful and Unsuccessful Job Search Experience, Australia (6245.0).

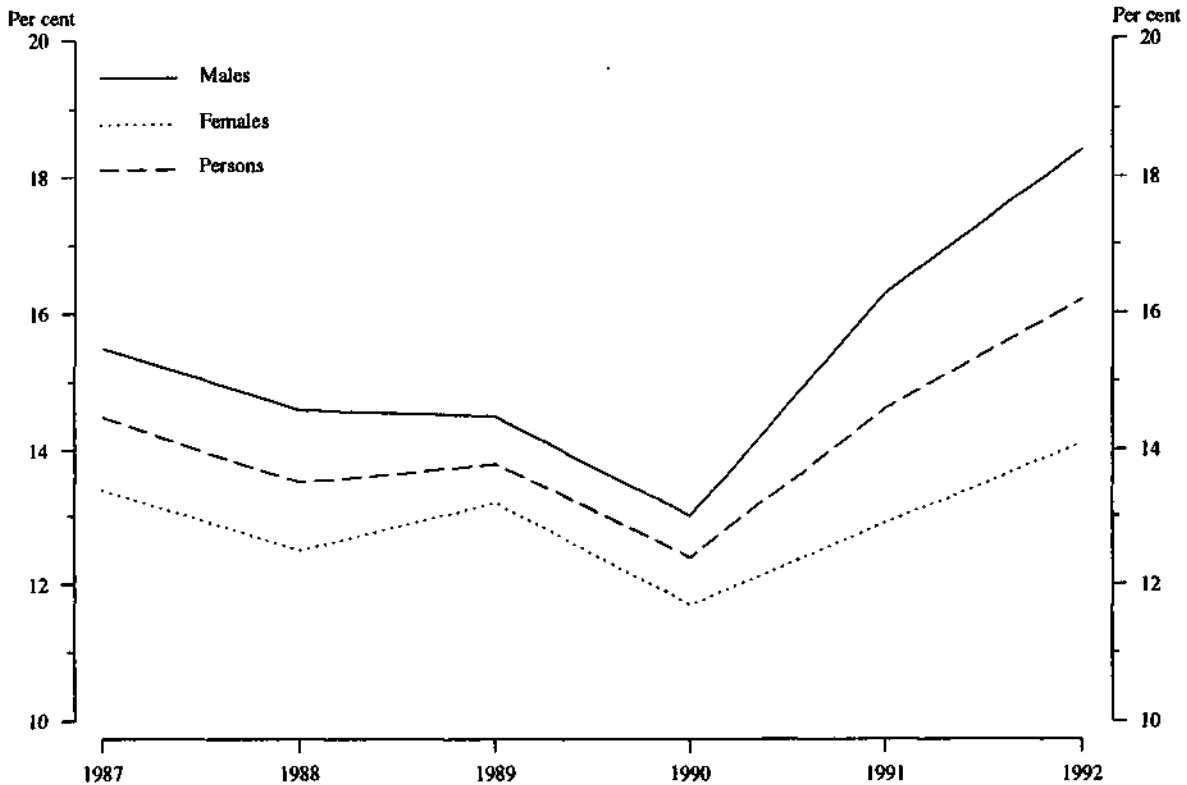
Labour Force Experience

An estimated 1,971,800 persons looked for work at some time during the year ending March 1992. The proportion of males who looked for work at some time during that year increased from 13 per cent in 1990 to 18 per cent in 1992 and for females there was an increase from 12 per cent in 1990 to 14 per cent in 1992.

Of the 1,971,800 persons who looked for work during the year ending March 1992, 81 per cent had only one spell of looking for work with an average duration of 25 weeks.

An estimated 395,500 persons had looked for work for 52 weeks, and 802,600 persons had looked for work for less than 13 weeks.

CHART 4.8. ALL PERSONS: PROPORTION WHO HAD LOOKED FOR WORK AT SOME TIME IN THE PREVIOUS TWELVE MONTHS, AUSTRALIA



Source: Labour Force Experience, Australia (6206.0).

**TABLE 4.14. PERSONS IN THE LABOUR FORCE AT SOME TIME DURING THE YEAR ENDING MARCH 1992
PROPORTION WHO LOOKED FOR WORK AT SOME TIME, AGE AND MARITAL STATUS, AUSTRALIA
(per cent)**

Age group	Married			Not-married			Total		
	Males	Females	Persons	Males	Females	Persons	Males	Females	Persons
15-19	*58.1	61.5	60.6	42.7	42.7	42.7	42.9	43.3	43.1
20-24	34.5	28.0	30.6	32.6	30.8	31.8	32.9	30.0	31.6
25-34	18.8	18.8	18.8	27.7	24.6	26.4	22.2	20.7	21.6
35-44	14.0	13.6	13.8	22.8	23.5	23.2	15.5	15.6	15.6
45-54	11.6	9.6	10.8	20.9	20.5	20.7	13.0	11.9	12.6
55-59	13.3	7.0	11.4	22.2	11.3	17.0	14.6	8.1	12.3
60-64	18.0	*2.3	14.9	22.8	*10.8	18.0	18.7	*5.0	15.5
65-69	6.9	*1.9	6.0	*8.5	*5.3	*6.8	7.2	*3.6	6.2
Total	15.5	15.0	15.3	31.2	29.8	30.6	21.4	21.0	21.2

Source: Labour Force Experience, Australia (6206.0)

Educational Attainment

As a percentage of the total unemployed, persons with post-school qualifications rose from 26 per cent to 35 per cent between February 1987 and February 1992. In contrast, the proportion of total unemployed persons who were without post-school qualifications fell from 68 per cent to 61 per cent. Persons without post-school qualifications who had not attended the highest level of secondary schooling available fell from 52 per cent of total unemployed persons in February 1987 to 42 per cent in February 1992.

The unemployment rate for persons with post-school qualifications decreased from 5.2 per cent in February 1987 to 4.4 per cent in February 1990, then increased to 8.3 per cent in February 1992. For persons with a degree, the unemployment rate rose from 3.6 per cent in February 1987 to 5.9 per cent in February 1992. Between February 1991 and February 1992 the unemployment rate for persons without post-school qualifications increased from 11.5 to 14.2 per cent.

TABLE 4.15. UNEMPLOYED PERSONS AGED 15 TO 69 : EDUCATIONAL ATTAINMENT AND UNEMPLOYMENT RATES, AUSTRALIA, FEBRUARY 1987 TO FEBRUARY 1992

February	With post-school qualifications				Without post-school qualifications			
	Degree	Trade qualification	Certificate or diploma	Total(a)	Attended highest level of secondary school	Did not attend highest level of secondary school	Total(b)	Total(c)
UNEMPLOYED ('000)								
1987	25.4	64.2	85.3	178.1	109.1	r 358.8	468.0	687.3
1988	27.2	61.8	89.5	181.8	97.2	r 313.6	410.9	633.0
1989	32.3	46.6	83.6	165.9	r 97.0	r 287.8	384.8	588.0
1990	37.5	46.3	80.5	168.3	r 97.0	r 280.4	377.4	581.8
1991	44.2	88.2	131.2	269.3	r 133.1	r 353.3	486.4	800.7
1992	59.4	118.6	161.9	344.6	r 181.5	r 415.1	596.6	986.1
UNEMPLOYMENT RATE (per cent)								
1987	3.6	5.0	6.2	5.2	11.0	11.6	11.5	9.0
1988	3.6	4.8	6.1	5.1	9.5	10.2	10.0	8.1
1989	4.0	3.6	5.3	4.5	9.0	9.2	9.2	7.3
1990	4.3	3.6	5.0	4.4	8.3	9.0	8.8	7.0
1991	4.8	6.6	7.6	6.7	10.8	11.7	11.5	9.5
1992	5.9	8.7	9.1	8.3	14.1	r 14.3	14.2	11.5
AVERAGE DURATION OF UNEMPLOYMENT (weeks)								
1987	37.0	54.6	29.2	39.3	30.9	r 58.2	51.8	46.4
1988	24.9	47.5	33.9	37.8	27.7	r 57.5	50.5	44.4
1989	23.4	63.6	31.7	39.4	r 22.6	r 59.4	50.1	44.8
1990	27.6	37.4	33.5	33.1	r 23.4	r 48.2	41.9	37.4
1991	17.9	36.0	30.0	30.2	20.5	r 49.6	41.7	36.3
1992	26.4	43.0	38.1	37.8	29.1	r 58.8	49.8	44.3
MEDIAN DURATION OF UNEMPLOYMENT (weeks)								
1987	11	15	10	12	11	r 25	18	14
1988	7	15	8	9	9	24	17	13
1989	8	19	8	9	8	18	13	11
1990	8	8	7	8	6	13	10	9
1991	8	13	11	11	9	18	13	13
1992	12	26	15	17	12	33	26	21

(a) Includes persons with other post-school qualifications. (b) Includes persons who never attended school. (c) Includes persons aged 15 to 20 still at school.

Source: Labour Force Status and Educational Attainment, Australia (6235.0).

**TABLE 4.16. UNEMPLOYED PERSONS AGED 15 TO 69: EDUCATIONAL ATTAINMENT AND AGE, AUSTRALIA
FEBRUARY 1992
(^{'000})**

Educational attainment	Age						Total
	15 - 19	20 - 24	25 - 34	35 - 44	45 - 54	55 - 69	
MALES							
With post-school qualifications	8.7	36.3	61.9	47.2	23.9	21.8	199.8
Degree	* 0.2	6.4	12.1	9.2	* 2.0	* 2.1	32.2
Trade qualification	* 2.2	18.3	33.3	24.7	17.0	13.1	108.7
Certificate or diploma	6.2	11.3	15.1	12.7	4.7	6.3	56.5
Other	* 0.0	* 0.3	* 1.3	* 0.5	* 0.1	* 0.3	* 2.5
Without post-school qualifications	76.9	79.3	88.8	52.2	36.3	30.6	364.1
Attended highest level of secondary school available	37.5	27.7	15.9	12.3	5.7	3.6	102.9
Did not attend highest level of secondary school available	r 39.4	51.6	r 72.9	r 39.9	r 30.6	r 26.9	r 261.2
Left at age —							
18 and over	* 0.4	* 2.3	* 2.1	* 1.8	* 0.8	* 0.4	7.7
16 or 17	21.3	28.0	27.9	8.2	r 3.6	* 3.2	r 92.2
14 or 15	r 17.4	19.9	r 39.1	r 24.8	r 19.9	r 16.9	r 138.0
13 and under	* 0.2	* 1.4	* 3.4	4.8	6.3	r 5.4	r 21.5
Never attended school	* 0.0	* 0.0	* 0.4	* 0.3	* 0.0	* 1.1	* 1.7
Still at school	23.7	* 0.0	..	..	..	..	23.7
Total	109.2	115.7	150.6	99.4	60.2	52.4	587.6
FEMALES							
With post-school qualifications	12.9	33.8	48.0	31.1	17.0	* 2.1	144.8
Degree	* 0.2	8.9	9.0	7.4	* 1.8	* 0.0	27.3
Trade qualification	* 1.1	* 2.2	* 2.8	* 1.6	* 2.0	* 0.3	9.9
Certificate or diploma	11.5	22.1	35.4	21.4	13.2	* 1.8	105.5
Other	* 0.0	* 0.6	* 0.8	* 0.8	* 0.0	* 0.0	* 2.1
Without post-school qualifications	64.3	49.8	48.5	40.3	24.8	4.8	232.5
Attended highest level of secondary school available	35.9	r 20.4	10.6	7.2	3.9	r * 0.8	r 78.7
Did not attend highest level of secondary school available	r 28.3	29.4	r 38.0	r 33.2	r 20.9	r 4.1	r 153.8
Left at age —							
18 and over	* 0.3	* 0.4	* 1.2	* 0.2	* 0.0	* 0.0	* 2.2
16 or 17	13.9	16.2	19.0	r 9.4	r 4.1	* 0.4	r 63.0
14 or 15	r 13.8	11.1	r 15.7	r 19.9	r 13.2	r * 3.0	r 76.7
13 and under	* 0.3	* 1.7	* 1.6	* 3.4	3.7	* 0.6	11.3
Never attended school	* 0.0	* 0.0	* 0.4	* 0.3	* 0.0	* 0.0	* 0.7
Still at school	21.3	* 0.0	..	..	..	..	21.3
Total	98.4	83.5	96.5	71.4	41.8	6.9	398.5
PERSONS							
With post-school qualifications	21.5	70.1	109.8	78.3	40.9	23.9	344.6
Degree	* 0.5	15.3	21.1	16.6	3.8	* 2.1	59.4
Trade qualification	* 3.3	20.5	36.1	26.3	19.1	13.4	118.6
Certificate or diploma	17.8	33.5	50.5	34.1	18.0	8.1	161.9
Other	* 0.0	* 0.9	* 2.1	* 1.3	* 0.1	* 0.3	4.6
Without post-school qualifications	141.1	129.1	137.3	92.6	61.1	35.4	596.6
Attended highest level of secondary school available	73.5	r 48.1	26.5	19.5	9.6	4.4	r 181.5
Did not attend highest level of secondary school available	r 67.7	81.0	r 110.8	r 73.1	r 51.5	r 31.0	r 415.1
Left at age —							
18 and over	* 0.7	* 2.7	* 3.3	* 2.0	* 0.8	* 0.4	9.9
16 or 17	35.2	44.2	47.0	r 17.6	r 7.7	3.6	r 155.2
14 or 15	r 31.2	31.0	r 54.7	r 44.7	r 33.0	r 20.0	r 214.7
13 and under	* 0.5	* 3.1	5.0	8.2	10.0	r 6.0	r 32.8
Never attended school	* 0.0	* 0.0	* 0.8	* 0.5	* 0.0	* 1.1	* 2.4
Still at school	44.9	* 0.0	..	..	..	..	44.9
Total	207.6	199.2	247.1	170.8	102.1	59.3	986.1

Source : Labour Force Status and Educational Attainment, Australia (6235.0).

Families

In June 1992, of the 611,400 families with one or more members unemployed, 42 per cent had no member employed, 35 per cent had one employed and 23 per cent had two or more employed. Dependents were present in 59 per cent of the 611,400 families with one or more members unemployed.

Unemployment rates varied from 18 per cent for full-time students aged 15-24 to 17 per cent for sole parents to 7 per cent for husband or wife in married couple families. For persons who were not a member of a family the unemployment rate was 12 per cent. The average duration of unemployment for husbands or wives who were members of a family was 59 weeks. For sole parents it was 39 weeks and for those who were not members of a family, 47 weeks (living alone 57 weeks, not living alone 41 weeks).

TABLE 4.17. FAMILIES WITH ONE OR MORE MEMBERS UNEMPLOYED: TYPE OF FAMILY, LABOUR FORCE STATUS(a) OF FAMILY MEMBERS AND WHETHER DEPENDENTS PRESENT, AUSTRALIA, JUNE 1992
(*000 families)

	None employed			One employed			Two or more employed			Total		
	One unemp- loyed	Two or more unemp- loyed	Total	One unemp- loyed	Two or more unemp- loyed	Total	One unemp- loyed	Two or more unemp- loyed	Total	One unemp- loyed	Two or more unemp- loyed	Total
Married-couple families	139.1	45.0	184.1	159.7	17.5	177.2	115.1	11.6	126.7	413.9	74.1	488.0
With dependents present	91.3	24.6	115.9	98.4	9.6	108.0	67.2	6.1	73.3	256.8	40.4	297.2
Without dependents present	47.8	20.4	68.1	61.3	7.9	69.2	48.0	5.5	53.4	157.1	33.7	190.8
One-parent families	36.9	3.8	40.7	14.3	* 1.7	16.0	5.8	* 0.1	5.9	57.0	5.6	62.5
Other families	24.2	6.0	30.1	22.2	* 1.3	23.5	7.1	* 0.0	7.1	53.5	7.3	60.8
All families	200.1	54.8	254.9	196.2	20.5	216.7	128.0	11.7	139.7	524.4	87.0	611.4
With dependents present	129.5	28.5	158.0	113.0	11.3	124.3	73.3	6.3	79.5	315.8	46.0	361.8
Without dependents present	70.6	26.3	96.9	83.2	9.2	92.4	54.7	5.5	60.2	208.5	41.0	249.6

(a) Labour force status refers to persons aged 15 and over only.

Source: Labour Force Status and Other Characteristics of Families, Australia (6224.0).

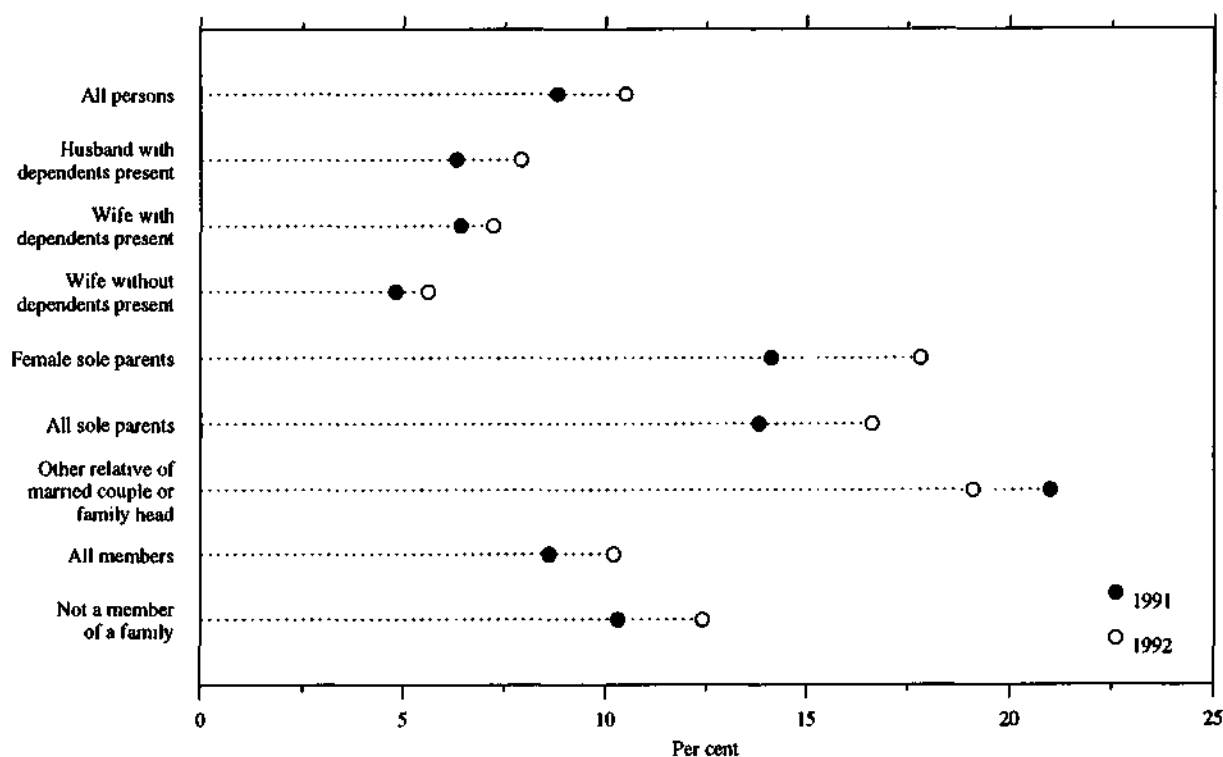
TABLE 4.18. UNEMPLOYMENT RATES: FAMILY STATUS, AUSTRALIA, JUNE 1990 TO 1992
(per cent)

	Males			Females			Persons		
	June 1990	June 1991	June 1992	June 1990	June 1991	June 1992	June 1990	June 1991	June 1992
Member of a family	5.6	8.8	10.6	6.7	8.2	9.6	6.1	8.6	10.2
Husband or wife	3.6	6.2	7.6	4.7	5.7	6.6	4.1	6.0	7.2
With dependents present	3.8	6.3	7.9	5.5	6.4	7.2	4.5	6.3	7.6
Without dependents present	3.3	5.9	7.1	3.6	4.8	5.6	3.4	5.5	6.5
Sole parent	*4.2	12.7	10.3	13.5	14.1	17.8	11.8	13.8	16.6
Other family head	8.2	13.0	11.2	9.2	7.9	11.6	8.8	9.9	11.5
Full-time student aged 15-21(b)	14.3	17.8	19.3	10.4	15.9	17.0	12.1	16.8	18.0
Other child (c) of married couple or family head	11.5	16.7	20.7	10.4	13.6	16.5	11.1	15.5	19.1
Other relative of married couple or family head	13.6	21.5	20.2	17.9	20.2	17.0	15.3	21.0	19.1
Not a member of a family	7.4	10.8	13.4	7.7	9.5	11.0	7.5	10.3	12.4
Living alone	7.2	10.4	12.1	6.7	8.0	8.4	7.0	9.4	10.7
Not living alone	7.5	11.2	14.5	8.5	10.6	13.0	7.9	10.9	13.9
Total	5.9	9.1	11.0	6.8	8.4	9.8	6.3	8.8	10.5

(a) Civilians who were residents of households where family status was determined. See the Technical Notes for further information. (b) Excludes persons aged 20-24 attending school. Also excludes full-time students aged 15-24 who are classified as husbands, wives, sole parents or other family heads. (c) Aged 15 and over.

Source: Labour Force Status and Other Characteristics of Families, Australia, (6224.0).

CHART 4.9. UNEMPLOYMENT RATES: FAMILY STATUS,
AUSTRALIA, JUNE 1991 AND JUNE 1992



Source: Labour Force Status and Other Characteristics of Families, Australia (6224.0).

TABLE 4.19. FAMILY STATUS OF UNEMPLOYED PERSONS(a): DURATION OF UNEMPLOYMENT
AUSTRALIA, JUNE 1992

	Duration of unemployment (weeks)							Total	Average duration	Median duration
	Under 2	2 and under 4	4 and under 8	8 and under 13	13 and under 26	26 and under 52	52 and over			
	— '000 —									— weeks —
Member of a family	33.9	50.4	55.4	55.3	131.1	150.5	243.3	719.8	51.6	26
Husband or wife	14.9	26.6	27.2	26.0	60.0	75.0	140.3	370.1	58.6	30
With dependents present	11.2	16.9	17.4	17.4	41.4	48.2	85.8	238.5	53.3	28
Without dependents present	3.7	9.7	9.8	8.6	18.5	26.8	54.5	131.6	68.2	35
Sole parent	* 2.0	4.2	4.2	* 2.2	7.4	8.5	9.0	37.5	38.8	22
Other family head	* 0.9	* 1.2	* 0.7	* 1.1	* 1.9	* 2.8	5.6	14.2	60.3	30
Full-time student aged 15-24(b)	7.8	6.9	6.4	4.4	14.9	11.1	9.3	60.9	25.5	17
Other child(c) of married couple or family head	7.1	10.8	16.0	19.0	43.3	49.5	71.1	216.7	48.9	27
Other relative of married couple or family head	* 1.2	* 0.7	* 0.9	* 2.5	3.7	3.5	8.0	20.4	48.0	32
Not a member of a family	5.5	9.8	14.6	13.3	28.6	26.0	49.3	147.1	47.4	26
Living alone	* 2.7	4.0	6.2	6.2	7.4	6.5	25.2	58.2	56.8	31
Not living alone	* 2.8	5.8	8.4	7.0	21.2	19.5	24.2	88.9	41.2	25
Total	39.4	60.1	70.0	68.5	159.8	176.5	292.7	866.9	50.9	26

(a) Civilians who were residents of households where family status was determined. (b) Excludes persons aged 20-24 attending school. Also excludes full-time students aged 15-24 who are classified as husbands, wives, sole parents or other family heads. (c) Aged 15 and over.

Source: Labour Force Status and Other Characteristics of Families, Australia (6224.0).

Job Vacancies

A job vacancy is a job available for immediate filling on the survey reference date and for which recruitment action has been taken. For a full definition of a job vacancy refer to the Glossary. Vacancies available only to persons already employed by the organisation are excluded.

The number of job vacancies in Australia at November 1992 was estimated at 29,200 — an increase of 4,300 since November 1991.

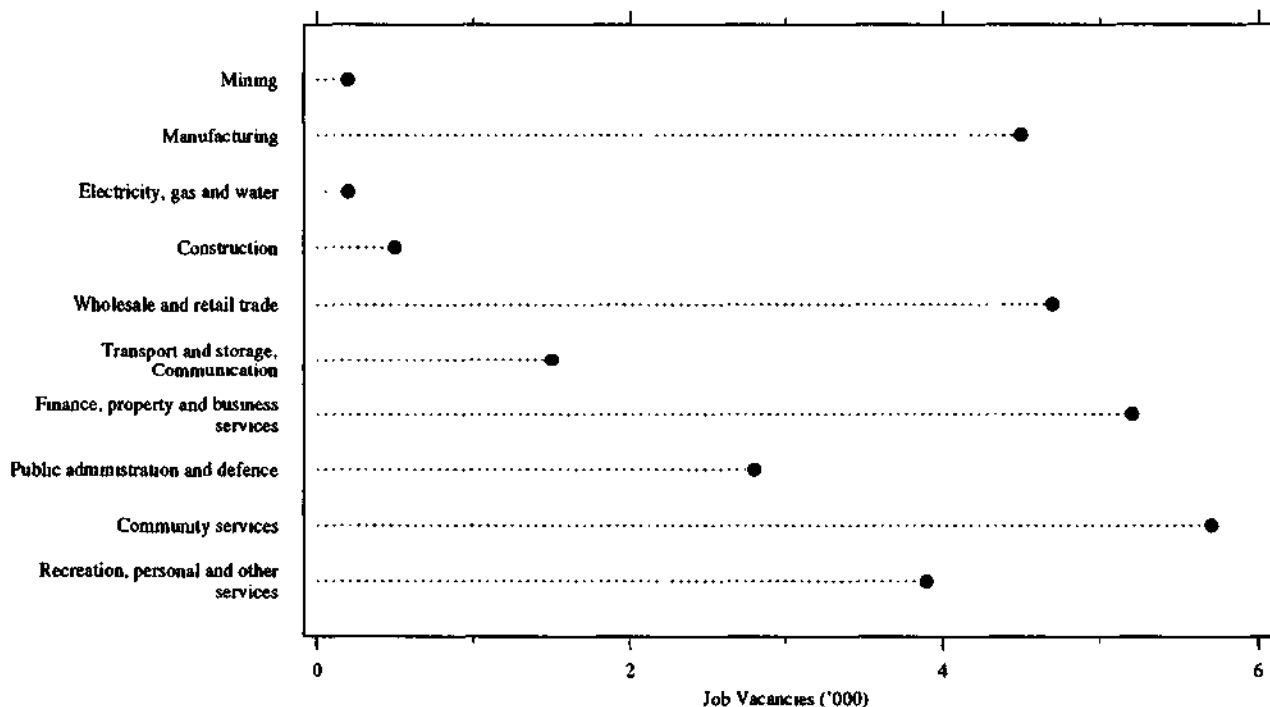
The greatest increases in numbers of vacancies since November 1991 were recorded in the Finance, property and business services (2,900) and Recreation, personal and other services (2,000) industries.

TABLE 4.20. JOB VACANCIES : INDUSTRY, AUSTRALIA, NOVEMBER 1987 TO NOVEMBER 1992
(^{'000})

Industry	November					
	1987	1988	1989	1990	1991	1992
Mining	1.5	0.7	0.4	0.3	0.3	0.2
Manufacturing—	10.0	15.1	11.7	3.7	*3.3	4.5
Electricity, gas and water	0.5	0.8	0.7	0.4	0.2	0.2
Construction	2.0	3.5	3.3	1.1	1.8	0.5
Wholesale and retail trade	12.3	15.5	14.1	6.0	5.3	4.7
Transport and storage; Communication	1.6	2.0	2.3	*1.0	*1.0	1.5
Finance, property and business services	4.4	7.5	6.4	4.1	2.3	5.2
Public administration and defence	3.8	4.3	4.9	3.7	2.5	2.8
Community services	12.6	13.2	12.8	10.3	6.4	5.7
Recreation, personal and other services	3.5	4.0	6.1	3.4	1.9	3.9
Total all industries	52.2	66.6	62.7	34.1	24.9	29.2

Source: *Job Vacancies and Overtime, Australia (6354.0)*.

CHART 4.10. JOB VACANCIES: INDUSTRY, AUSTRALIA, NOVEMBER 1992



Source: *Job Vacancies and Overtime, Australia (6354.0)*

CHAPTER 5

PERSONS NOT IN THE LABOUR FORCE

Persons not in the labour force represent that group of the population who during a particular week are neither employed nor unemployed. From the labour market perspective, the main interest is in their potential to participate in the labour force. In addition to analysing persons not in the labour force by their demographic and family characteristics, attention is also focussed on their degree of attachment to the labour force. This is achieved by examining the concepts of 'marginal attachment to the labour force' and 'discouraged jobseekers'.

The sources for the statistics in this chapter are the ABS monthly Labour Force Survey and associated supplementary surveys. In particular, a survey of persons not in the labour force is conducted annually to examine the labour force attachments of persons not in the labour force.

Persons Not In the Labour Force

There were 5,136,500 persons not in the labour force in August 1992, 1,771,900 males and 3,364,600 females.

Females comprised 66 per cent of persons not in the labour force in August 1992 compared with 71 per cent ten years earlier.

In August 1992, 37 per cent of persons not in the labour force were aged 65 and over, compared with 31 per cent in August 1982.

A survey conducted in September 1992 provided details of the characteristics of persons aged 15 to 69 who were not in the labour force. There were 3,738,100 persons not in the labour force, accounting for 30 per cent of the civilian population aged 15 to 69. This proportion has changed little over the last five years.

- Females comprised some 67 per cent of those not in the labour force, whereas they constituted 42 per cent of persons in the labour force.
- Some 71 per cent of women not in the labour force reported home duties/child care as their main activity. This category accounted for 5 per cent of men not in the labour force.
- The most common main activities for males who were not in the labour force were retired/voluntarily inactive (37%) and attending an educational institution (33%).

Some 30 per cent of persons not in the labour force reported that they would like a job. Of those who were attending an educational institution, 41 per cent wanted a job, while of persons whose main activity was retired/voluntarily inactive, 11 per cent reported that they wanted to work.

Persons Not In The Labour Force With Marginal Attachment to the Labour Force

Persons not in the labour force can be classified as either having or not having marginal attachment to the labour force. In order to be marginally attached, a person must be neither employed nor unemployed but nevertheless seeking work, or would be available to start work within four weeks.

Persons with marginal attachment to the labour force numbered 846,400 in September 1992. This represents 23 per cent of all persons aged 15 to 69 not in the labour force. This proportion has risen gradually since September 1989 when it was 20 per cent.

The majority of marginally attached persons were female (599,700 or 71%). Of the marginally attached women, 200,100 (33%) gave childcare as the main reason for not actively looking for work. Another 79,300 (13%) gave attending an educational institution as the main reason for not seeking work. Some 18 per cent gave reasons which classified them as discouraged jobseekers.

Of the 246,700 males who were marginally attached to the labour force, 89,000 (36%) gave attending an educational institution as the main reason for not actively looking for work, 33,400 (14%) gave own ill health/physical disability as the main reason and 15 per cent were discouraged jobseekers.

TABLE 5.1. PERSONS NOT IN THE LABOUR FORCE: AGE, AUSTRALIA, AUGUST 1982 TO AUGUST 1992
('000)

August	Age group								70 and over	Total
	15-19	20-24	25-34	35-44	45-54	55-59	60-64	65-69		
MALES										
1982	243.6	70.4	63.4	48.2	77.0	78.0	160.5	218.3	355.3	1,314.6
1983	271.0	69.0	57.2	52.1	74.5	82.0	183.2	216.3	373.8	1,379.2
1984	267.6	71.0	62.1	57.1	78.1	89.0	190.6	216.7	386.6	1,418.8
1985	280.8	68.6	70.2	57.8	79.4	90.7	198.3	219.8	403.9	1,469.5
1986(a)	284.2	72.2	67.3	65.2	80.9	93.2	193.2	233.9	419.3	1,509.4
1987	299.5	69.7	71.3	66.4	87.2	96.8	186.9	243.6	434.2	1,565.4
1988	311.7	65.1	85.0	71.7	109.1	98.9	190.2	257.5	444.8	1,633.9
1989	288.9	72.1	72.1	84.8	100.8	92.9	182.2	268.3	457.6	1,619.7
1990	297.1	76.7	80.7	74.0	96.5	87.9	180.8	275.3	472.1	1,641.1
1991	320.8	91.2	80.1	82.1	99.3	104.1	184.0	273.1	493.7	1,728.3
1992	308.2	90.0	96.3	89.7	112.9	98.1	187.5	274.8	514.3	1,771.9
FEMALES										
1982	276.8	197.0	570.6	402.3	372.8	275.3	301.2	275.8	571.0	3,242.8
1983	270.2	193.4	588.8	421.2	381.4	267.7	303.3	280.8	592.3	3,299.1
1984	279.6	186.8	568.9	429.1	374.0	270.9	316.5	273.6	620.5	3,319.9
1985	281.5	173.8	542.3	417.3	377.6	272.3	323.7	282.3	642.7	3,313.6
1986(a)	287.1	165.7	520.4	397.8	351.9	263.8	321.1	293.3	665.2	3,266.3
1987	315.0	157.8	507.1	399.3	354.8	254.4	320.1	301.8	681.2	3,291.4
1988	303.1	156.6	514.6	384.9	351.6	248.4	315.4	317.2	696.8	3,288.6
1989	295.5	148.1	482.6	376.3	346.7	244.2	318.1	331.3	715.9	3,258.7
1990	294.4	141.3	486.8	357.4	345.5	236.0	308.1	333.2	740.0	3,242.7
1991	313.6	160.6	482.1	369.5	344.7	231.9	311.4	334.9	768.5	3,317.0
1992	293.6	173.1	494.4	376.5	345.7	233.4	315.1	338.9	793.9	3,364.6
PERSONS										
1982	520.4	267.4	634.0	450.5	449.7	353.3	461.7	494.1	926.3	4,557.4
1983	541.2	262.4	646.1	473.3	455.9	349.7	486.5	497.1	966.2	4,678.3
1984	547.2	257.8	631.0	486.2	452.1	359.9	507.2	490.3	1,007.2	4,378.7
1985	562.2	242.5	612.6	475.2	457.0	363.1	522.0	502.0	1,046.5	4,783.1
1986(a)	571.3	237.9	587.7	463.0	432.8	357.0	514.3	527.0	1,084.5	4,775.7
1987	614.5	227.5	578.4	465.7	441.9	351.1	517.0	545.3	1,115.4	4,856.8
1988	614.8	221.7	599.6	456.6	460.7	347.3	505.5	574.8	1,141.5	4,922.5
1989	584.4	220.2	554.7	461.0	447.5	337.1	500.3	599.6	1,173.5	4,878.5
1990	591.4	218.0	567.5	431.4	442.0	323.9	488.8	608.5	1,212.1	4,883.7
1991	634.3	251.7	562.3	451.6	444.0	336.0	495.3	608.0	1,262.1	5,045.3
1992	601.8	263.2	590.7	466.2	458.6	331.5	502.6	613.7	1,308.2	5,136.5

(a) Estimates from August 1986 are based on a revised definition introduced in April 1986. See the Technical Notes for further information.

Source: *The Labour Force, Australia* (6203.0).

TABLE 5.2. PERSONS NOT IN THE LABOUR FORCE: WHETHER LOOKING FOR WORK AND MARITAL STATUS, AUSTRALIA, AUGUST 1992
('000)

	Males			Females			Persons
	Married	Not married	Total	Married	Not married	Total	
Looking for work	19.4	34.4	53.7	38.9	38.8	77.7	131.4
Took active steps to find work(a)	7.8	16.4	24.2	8.8	18.3	27.0	51.2
Did not take active steps to find work	11.6	17.9	29.6	30.1	20.6	50.6	80.2
Not looking for work	892.2	722.2	1,614.4	1,828.0	1,286.2	3,114.2	4,728.6
Permanently unable to work	14.3	11.3	25.6	7.4	14.1	21.5	47.1
In institutions	24.4	53.7	78.1	23.3	128.0	151.3	229.3
Total	950.3	821.6	1,771.9	1,897.5	1,467.2	3,364.6	5,136.5

(a) Not available to start work in the reference week for reasons other than own temporary illness or injury.

Source: *The Labour Force, Australia* (6203.0).

CHART 5.1. PERSONS NOT IN THE LABOUR FORCE BY AGE, AUSTRALIA

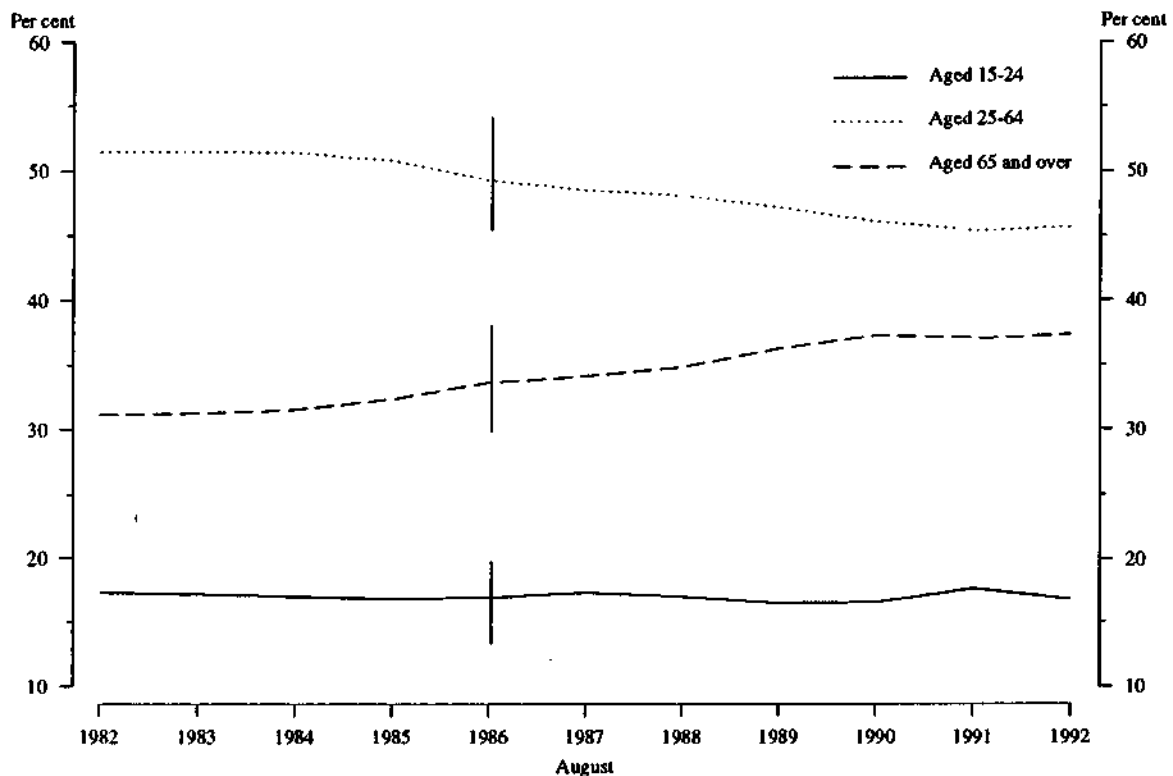


TABLE 5.3. PERSONS NOT IN THE LABOUR FORCE(a): FAMILY STATUS, AUSTRALIA, AUGUST 1992

	Number ('000)			Proportion of population (b)		
	Males	Females	Persons	Males	Females	Persons
Member of a family	1,299.6	2,468.2	3,767.8	24.1	45.6	34.9
Husband or wife	872.1	1,776.9	2,649.0	22.1	46.3	34.0
With dependants present	126.0	768.8	894.7	6.1	38.7	22.0
Without dependants present	746.1	1,008.1	1,754.2	39.7	54.6	47.1
Sole parent	12.2	178.8	191.0	27.1	49.0	46.6
Other family head	26.3	130.5	156.8	34.0	64.6	56.1
Full-time student aged 15-24(c)	286.4	259.3	545.7	66.1	58.0	62.0
Other child(b) of married couple or family head	69.8	40.9	110.7	8.9	9.2	9.0
Other relative of married couple or family head	32.8	81.9	114.8	33.7	70.9	54.0
Not a member of a family	278.0	568.0	846.0	28.3	54.1	41.7
Living alone	195.4	492.5	687.9	37.0	70.1	55.9
Not living alone	82.6	75.5	158.1	18.3	21.8	19.8
Total	1,577.6	3,036.2	4,613.8	24.8	47.0	36.0

(a) Civilians who were residents of households where family status was determined. (b) Aged 15 and over. (c) Excludes persons aged 20-24 attending school. Also excludes full-time students aged 15-24 who are classified as husbands, wives, sole parents or other family heads.

Source: *The Labour Force, Australia* (6203.0).

TABLE 54. CIVILIAN POPULATION AGED 15 TO 69: LABOUR FORCE STATUS,
AUSTRALIA, SEPTEMBER 1988 TO SEPTEMBER 1992
(^{'000})

	Sept. 1988	Sept. 1989	Sept. 1990	Sept. 1991	Sept. 1992
MALES					
<i>Civilian population aged 15 to 69</i>	5,829.8	5,977.6	6,070.2	6,158.6	6,230.5
Persons in the labour force	4,718.5	4,872.8	4,971.4	4,986.0	5,007.1
Employed	4,408.9	4,598.4	4,608.3	4,463.1	4,441.2
Unemployed	309.6	274.4	363.1	522.8	565.9
Persons not in the labour force	1,111.4	1,104.8	1,098.8	1,172.6	1,223.4
With marginal attachment to the labour force	190.8	186.9	195.4	220.5	246.7
Wanted to work and were actively looking for work	34.7	25.8	26.3	23.6	29.4
Were available to start work within four weeks	14.8	12.6	12.6	10.7	16.0
Were not available to start work within four weeks	19.9	13.2	13.7	12.9	13.3
Wanted to work but were not actively looking for work and were available to start work within four weeks	156.1	161.1	169.2	196.9	217.3
Discouraged jobseekers	19.7	18.2	24.2	34.5	37.8
Other	136.4	142.9	144.9	162.4	179.5
Without marginal attachment to the labour force	920.6	917.9	903.4	952.1	976.5
Wanted to work but were not actively looking for work and were not available to start work within four weeks	73.9	76.4	85.1	77.5	89.0
Did not want to work	782.8	759.1	743.3	787.4	817.8
Permanently unable to work	26.4	25.3	34.8	32.5	30.6
Institutionalised persons(a) and boarding school pupils	37.5	57.0	40.2	54.8	39.3
FEMALES					
<i>Civilian population aged 15 to 69</i>	5,783.8	5,905.8	5,994.1	6,076.8	6,155.2
Persons in the labour force	3,274.7	3,443.5	3,542.8	3,605.6	3,640.5
Employed	3,029.8	3,217.1	3,278.4	3,262.4	3,281.1
Unemployed	244.9	226.4	264.4	343.2	359.4
Persons not in the labour force	2,509.1	2,462.3	2,451.3	2,471.3	2,514.7
With marginal attachment to the labour force	530.9	521.5	557.1	598.8	599.7
Wanted to work and were actively looking for work	31.0	29.5	31.3	23.0	29.7
Were available to start work within four weeks	20.0	15.2	18.9	13.4	17.8
Were not available to start work within four weeks	11.0	14.4	12.4	9.6	11.9
Wanted to work but were not actively looking for work and were available to start work within four weeks	499.9	492.0	525.8	575.8	570.0
Discouraged jobseekers	64.1	57.9	76.6	103.7	107.8
Other	435.7	434.1	449.2	472.1	462.2
Without marginal attachment to the labour force	1,978.2	1,940.8	1,894.2	1,872.5	1,915.0
Wanted to work but were not actively looking for work and were not available to start work within four weeks	207.4	209.9	225.4	199.6	166.0
Did not want to work	1,732.9	1,692.0	1,618.3	1,621.6	1,698.3
Permanently unable to work	10.8	9.8	17.6	15.5	14.2
Institutionalised persons(a) and boarding school pupils	27.1	29.2	32.9	35.7	36.5
PERSONS					
<i>Civilian population aged 15 to 69</i>	11,613.6	11,883.4	12,064.3	12,235.4	12,385.7
Persons in the labour force	7,993.2	8,316.3	8,514.2	8,591.5	8,647.5
Employed	7,438.7	7,815.5	7,886.8	7,725.5	7,722.2
Unemployed	554.5	500.8	627.5	866.0	925.3
Persons not in the labour force	3,620.4	3,567.1	3,550.1	3,643.9	3,738.1
With marginal attachment to the labour force	721.7	708.4	752.5	819.3	846.4
Wanted to work and were actively looking for work	65.7	55.3	57.6	46.7	59.1
Were available to start work within four weeks	34.8	27.7	31.5	24.1	33.8
Were not available to start work within four weeks	30.9	27.6	26.1	22.5	25.3
Wanted to work but were not actively looking for work and were available to start work within four weeks	656.0	653.1	694.9	772.7	787.3
Discouraged jobseekers	83.8	76.1	100.9	138.2	145.6
Other	572.2	577.0	594.1	634.5	641.7
Without marginal attachment to the labour force	2,898.8	2,858.7	2,797.6	2,824.6	2,891.7
Wanted to work but were not actively looking for work and were not available to start work within four weeks	281.3	286.3	310.5	277.1	255.0
Did not want to work	2,515.7	2,451.1	2,361.6	2,409.0	2,516.1
Permanently unable to work	37.2	35.1	52.4	48.1	44.8
Institutionalised persons(a) and boarding school pupils	64.7	86.2	73.1	90.5	75.8

(a) Includes some patients in hospitals and sanatoriums and inmates of reformatories, gaols etc.

Source: *Persons Not in the Labour Force, Australia* (6220.0).

**TABLE 5.5. PERSONS NOT IN THE LABOUR FORCE WITH MARGINAL ATTACHMENT TO THE LABOUR FORCE:
MAIN REASON FOR NOT ACTIVELY LOOKING FOR WORK, AUSTRALIA, SEPTEMBER 1988 TO SEPTEMBER 1992
('000)**

	Sept. 1988	Sept. 1989	Sept. 1990	Sept. 1991	Sept. 1992
MALES					
Wanted to work and were actively looking for work	34.7	25.8	26.3	23.6	29.4
Wanted to work but were not actively looking for work and were available to start work within four weeks	156.1	161.1	169.2	196.9	217.3
<i>Main reason for not actively looking for work—</i>					
Had a job to go to(a)	5.8	8.0	7.1	7.3	8.5
Personal reasons	110.4	114.7	118.8	130.9	146.4
Own ill health/physical disability	34.5	34.9	35.6	29.4	33.4
Attending an educational institution	55.3	58.2	62.1	79.8	89.0
Other(b)	20.6	21.6	21.1	21.7	24.0
Family reasons	*4.1	5.1	5.2	7.3	8.5
Discouraged jobseekers	19.7	18.2	24.2	34.5	37.8
No jobs in suitable hours	*2.1	*1.1	*0.7	*2.6	*2.2
Other reasons	12.5	12.6	12.0	13.5	13.0
Did not know	*1.5	*1.5	*1.2	*0.8	*0.9
Total	190.8	186.9	195.4	220.5	246.7
FEMALES					
Wanted to work and were actively looking for work	31.0	29.5	31.3	23.0	29.7
Wanted to work but were not actively looking for work and were available to start work within four weeks	499.9	492.0	525.8	575.8	570.0
<i>Main reason for not actively looking for work—</i>					
Had a job to go to(a)	13.4	12.1	12.7	18.8	16.3
Personal reasons	145.8	159.9	160.2	165.2	172.5
Own ill health/physical disability/pregnancy	35.0	44.3	43.3	35.6	38.1
Attending an educational institution	555.7	63.8	62.0	75.3	79.3
Had no need to work	28.3	25.9	31.9	30.2	30.7
Give others a chance	*3.6	*2.8	*4.3	7.0	6.8
Welfare payments/pension may be affected	10.5	11.8	10.0	8.0	10.0
Moved house/holidays	12.6	11.2	8.7	9.1	7.6
Family reasons	239.2	222.5	234.5	247.2	241.0
Ill health of other than self	10.6	10.8	10.0	12.2	12.1
Childcare	190.8	175.6	176.3	193.7	200.1
Other family considerations	37.8	36.1	48.1	41.3	28.8
Discouraged jobseekers	64.1	57.9	76.6	103.7	107.8
Considered too young or too old by employers	23.5	22.8	26.0	16.8	25.2
Difficulties with language or ethnic background	5.3	*3.0	7.4	5.8	7.6
Lacked necessary schooling/training/skills/experience	12.0	9.0	11.3	11.6	13.9
No jobs in locality or line of work	17.5	19.3	24.5	38.1	33.3
No jobs at all	5.7	*3.8	7.4	31.4	27.9
No jobs in suitable hours	8.6	9.5	10.4	10.8	10.6
Other reasons	24.1	23.9	25.3	24.5	18.0
Did not know	4.7	6.2	6.0	5.6	3.9
Total	530.9	521.5	557.1	598.8	599.7
PERSONS					
Wanted to work and were actively looking for work	65.7	55.3	57.6	46.7	59.1
Wanted to work but were not actively looking for work and were available to start work within four weeks	656.0	653.1	694.9	772.7	787.3
<i>Main reason for not actively looking for work—</i>					
Had a job to go to(a)	19.1	20.1	19.8	26.1	24.9
Personal reasons	256.2	274.5	279.0	296.1	318.9
Own ill health/physical disability/pregnancy	69.6	79.2	78.9	65.0	71.5
Attending an educational institution	111.0	122.1	124.1	155.1	168.3
Had no need to work	35.9	34.9	42.5	41.5	41.7
Give others a chance	*3.8	*3.1	5.1	7.9	7.8
Welfare payments/pension may be affected	16.9	16.3	13.6	11.6	15.5
Moved house/holidays	9.0	19.0	14.8	14.9	14.0
Family reasons	243.2	227.6	239.7	254.5	249.5
Ill health of other than self	12.7	11.4	11.3	14.0	15.0
Childcare	192.0	177.1	179.0	196.5	203.3
Other family considerations	38.6	39.1	49.4	44.1	31.2
Discouraged jobseekers	83.8	76.1	100.9	138.2	145.6
Considered too young or too old by employers	32.5	30.8	38.6	28.8	38.1
Difficulties with language or ethnic background	6.5	*3.8	9.2	7.3	9.1
Lacked necessary schooling/training/skills/experience	14.6	10.6	14.1	13.3	16.1
No jobs in locality or line of work	23.0	25.7	29.9	48.4	45.1
No jobs at all	7.2	5.2	9.0	40.3	37.3
No jobs in suitable hours	10.7	10.6	11.0	13.4	12.8
Other reasons	36.7	36.4	37.3	38.0	31.0
Did not know	6.3	7.7	7.2	6.4	4.7
Total	721.7	708.4	752.5	819.3	846.4

(a) Includes persons who had a job but, up to the end of the reference week, had been away from work without pay for four weeks or longer and had not been actively looking for work. (b) Includes 'Had no need to work', 'Give others a chance', 'Welfare payments/pensions may be affected' and 'Moved house/holidays'.

Source: *Persons Not In the Labour Force, Australia* (6220.0).

TABLE 5.6 PERSONS NOT IN THE LABOUR FORCE (a): SELECTED CHARACTERISTICS, AUSTRALIA, SEPTEMBER 1992
(^{'000})

	<i>With marginal attachment to the labour force</i>				<i>Without marginal attachment to the labour force</i>				<i>Total not in the labour force</i>
	<i>Wanted to work and were actively looking for work</i>	<i>Wanted to work but were not actively looking for work and were available to start work within four weeks</i>			<i>Wanted to work but neither looking nor available for work</i>	<i>Did not want to work</i>	<i>Total(b)</i>		
<i>State —</i>									
New South Wales	21.6	50.4	203.8	254.2	275.8	90.0	883.8	998.7	1,274.5
Victoria	12.6	45.8	162.4	208.2	220.8	65.8	655.4	728.2	949.0
Queensland	10.9	18.5	115.2	133.6	144.6	39.6	422.4	465.9	610.5
South Australia	5.3	11.7	57.8	69.4	74.7	20.4	209.4	232.0	306.7
Western Australia	4.7	12.8	66.5	79.3	84.0	23.6	230.2	255.3	339.3
Tasmania	* 1.6	4.1	18.4	22.6	24.2	7.0	70.1	81.5	105.7
Northern Territory	* 0.6	* 0.8	5.3	6.1	6.7	3.8	17.8	21.5	28.2
Australian Capital Territory	1.8	1.6	12.3	13.8	15.6	4.8	26.9	32.9	48.5
<i>Age —</i>									
15-19	13.7	11.1	147.7	158.8	172.4	59.5	337.5	398.1	570.5
20-24	17.6	6.2	67.9	74.2	91.8	32.3	124.5	159.0	250.9
25-34	14.1	15.6	179.9	195.5	209.6	69.2	276.0	348.7	558.3
35-44	7.8	33.4	109.8	143.2	151.0	38.5	241.0	285.9	436.9
45-54	* 3.3	32.2	70.6	102.8	106.1	29.2	292.6	333.1	439.2
55-59	* 1.1	16.4	29.5	45.9	47.1	14.2	243.5	262.9	310.0
60-64	* 1.3	16.4	20.2	36.6	37.9	7.5	442.9	458.9	496.8
65-69	* 0.1	14.3	16.1	30.4	30.5	* 4.6	558.2	569.2	599.7
<i>Family status —</i>									
Member of a family	42.5	120.8	557.9	678.7	721.2	208.1	2,087.9	2,330.0	3,051.1
Husband or wife	17.4	92.3	322.8	415.1	432.6	117.2	1,518.8	1,658.3	2,090.9
Sole parent	* 3.2	11.2	69.7	80.9	84.2	16.4	80.8	98.1	182.2
Other member of a family(c)	21.8	17.2	165.4	182.6	204.5	74.5	488.2	573.6	778.0
Not a member of a family	12.6	18.3	53.6	72.0	84.6	32.5	312.3	353.6	438.2
Family status not determined	* 3.9	6.5	30.2	36.7	40.6	14.5	115.9	132.4	173.0
<i>Birthplace —</i>									
Born in Australia	47.3	87.0	486.5	573.5	620.8	179.7	1,750.9	1,965.4	2,586.2
Born outside Australia	11.8	58.6	155.2	213.9	225.6	75.4	765.2	850.5	1,076.1
Born in main English-speaking countries	* 4.2	18.3	60.0	78.3	82.5	18.3	239.3	260.5	343.0
Born in other countries	7.6	40.3	95.2	135.5	143.1	57.0	525.9	590.0	733.1
<i>Time since last job —</i>									
Had had a job	48.1	132.1	514.5	646.5	694.7	197.0	2,052.4	2,284.2	2,978.9
Under 12 months	23.8	24.7	150.4	175.1	198.9	74.9	238.8	314.6	513.6
1 and under 3 years	14.7	35.7	131.0	166.7	181.4	52.2	314.3	369.8	551.2
3 and under 5 years	* 4.1	16.8	73.9	90.8	94.8	23.8	252.6	281.4	376.3
5 and under 10 years	* 4.3	24.8	84.7	109.5	113.8	22.9	441.0	473.3	587.1
10 and under 20 years	* 1.3	19.8	56.6	76.4	77.7	17.3	389.4	419.4	497.2
20 years or more	* 0.1	10.2	17.7	28.0	28.0	6.0	416.3	425.6	453.6
Had never had a job	10.9	13.6	127.2	140.8	151.7	58.0	463.7	531.8	683.5
<i>Main activity when not in the labour force —</i>									
Home duties/childcare	14.2	95.9	350.1	446.0	460.1	106.0	1,245.8	1,351.8	1,812.0
Attending an educational institution	28.4	12.5	183.7	196.2	224.6	87.9	443.0	530.9	755.5
Retired/voluntarily inactive	* 2.0	21.8	37.3	59.2	61.1	8.8	556.8	565.6	626.8
Own illness/injury/own disability/handicap	6.2	* 2.3	32.9	35.2	41.4	41.0	175.0	260.9	302.3
Looking after ill/disabled person	* 1.2	* 1.8	7.7	9.5	10.7	* 3.5	35.0	38.5	49.3
Travel/moving house	* 2.1	* 1.6	11.5	13.1	15.2	* 2.2	11.9	14.1	29.3
Worked in unpaid voluntary job	* 0.6	5.0	8.1	13.1	13.8	* 1.7	32.6	34.4	48.1
Unpaid leave	* 0.5	* 0.6	* 1.4	* 1.9	* 2.4	* 0.8	* 0.6	* 1.4	* 3.8
Other	* 3.9	* 4.0	9.0	13.0	17.0	* 3.1	15.3	18.4	35.3
Total	59.1	145.6	641.7	787.3	846.4	255.0	2,516.1	2,816.0	3,662.4
Males	29.4	37.8	179.5	217.3	246.7	89.0	817.8	937.5	1,184.1
Females	29.7	107.8	462.2	570.0	599.7	166.0	1,698.3	1,878.5	2,478.3

(a) Excludes students boarding at school, patients in hospitals and sanatoriums and inmates of reformatories, gaols, etc. (b) Includes permanently unable to work. (c) Includes 'Other family head', 'Full-time student aged 15-24' and 'Other relative of married couple or family head'.

Source: *Persons Not in the Labour Force, Australia* (6220.0).

**TABLE 5.7 PERSONS NOT IN THE LABOUR FORCE(a): MAIN ACTIVITY WHEN NOT IN THE LABOUR FORCE AND AGE
AUSTRALIA, SEPTEMBER 1992
('000)**

Main activity when not in the labour force	Age								Total
	15-19	20-24	25-34	35-44	45-54	55-59	60-64	65-69	
MALES									
Home duties/childcare	* 0.8	* 1.5	10.2	10.7	11.2	6.0	9.5	13.5	63.4
Attending an educational institution	283.0	67.3	27.8	12.0	* 2.6	* 0.9	* 0.2	* 0.5	394.2
Retired/voluntarily inactive	* 3.4	* 2.6	* 4.3	8.2	26.7	42.8	121.3	223.5	432.9
Own illness/injury/own disability/handicap	* 4.2	8.6	24.2	32.2	56.4	34.8	43.0	19.7	223.1
Looking after ill/disabled person	* 0.1	* 0.0	* 1.1	* 2.1	* 2.8	* 2.1	* 2.0	* 2.9	13.1
Other(b)	* 3.6	6.6	7.2	10.0	5.8	5.6	8.2	10.6	57.5
Total	295.0	86.5	74.8	75.2	105.4	92.1	184.2	270.8	1,184.1
FEMALES									
Home duties/childcare	17.6	89.7	441.1	319.7	269.0	170.1	222.4	219.0	1,748.6
Attending an educational institution	253.3	62.8	23.8	13.0	5.0	* 1.9	* 0.4	* 1.1	361.3
Retired/voluntarily inactive	* 1.3	* 1.1	* 1.7	* 3.2	15.0	23.3	62.6	85.8	193.9
Own illness/injury/own disability/handicap	* 1.4	5.4	8.8	15.4	23.1	8.3	10.3	6.6	79.2
Looking after ill/disabled person	* 0.4	* 1.1	* 1.6	* 2.9	10.6	6.7	5.9	7.0	36.2
Other(b)	* 1.5	* 4.2	6.5	7.5	11.1	7.6	11.0	9.5	59.0
Total	275.5	164.3	483.5	361.7	333.8	217.9	312.6	328.9	2,478.3
PERSONS									
Home duties/childcare	18.3	91.2	451.3	330.4	280.2	176.0	232.0	232.6	1,812.0
Attending an educational institution	536.3	130.1	51.6	25.0	7.6	* 2.8	* 0.6	* 1.6	755.5
Retired/voluntarily inactive	* 4.6	* 3.7	6.1	11.5	41.7	66.0	183.9	309.3	626.8
Own illness/injury/own disability/handicap	5.6	14.0	33.0	47.6	79.6	43.1	53.3	26.2	302.3
Looking after ill/disabled person	* 0.5	* 1.1	* 2.7	5.0	13.4	8.8	7.9	9.9	49.3
Other(b)	5.1	10.8	13.7	17.5	16.8	13.3	19.2	20.1	116.6
Total	570.5	250.9	558.3	436.9	439.2	310.0	496.8	599.7	3,662.4

(a) Excludes students boarding at school, patients in hospitals and sanatoriums and inmates of reformatories, gaols, etc. (b) Includes 'Travel/moving house', 'Worked in unpaid voluntary job' and 'Unpaid leave'.

Source: *Persons Not in the Labour Force, Australia* (6220.0)

Discouraged Jobseekers

In September 1992 there were an estimated 145,600 discouraged jobseekers, an increase of 5 per cent from September 1991. Over the same period there was a 7 per cent increase in the number of unemployed persons. Discouraged jobseekers are persons with marginal attachment to the labour force who want to work, and were available to start within four weeks, but are not actively looking for work because they believe they could not get a job. The proportion of discouraged jobseekers as a component of all persons not in the labour force remained the same as in September 1991, at 4 per cent, which is almost double the proportion in September 1989.

The main reasons given by discouraged jobseekers for not actively looking for work were 'No job in locality or line of work' (31%), 'No jobs at all' (26%) and 'Considered too young or too old by employers' (26%).

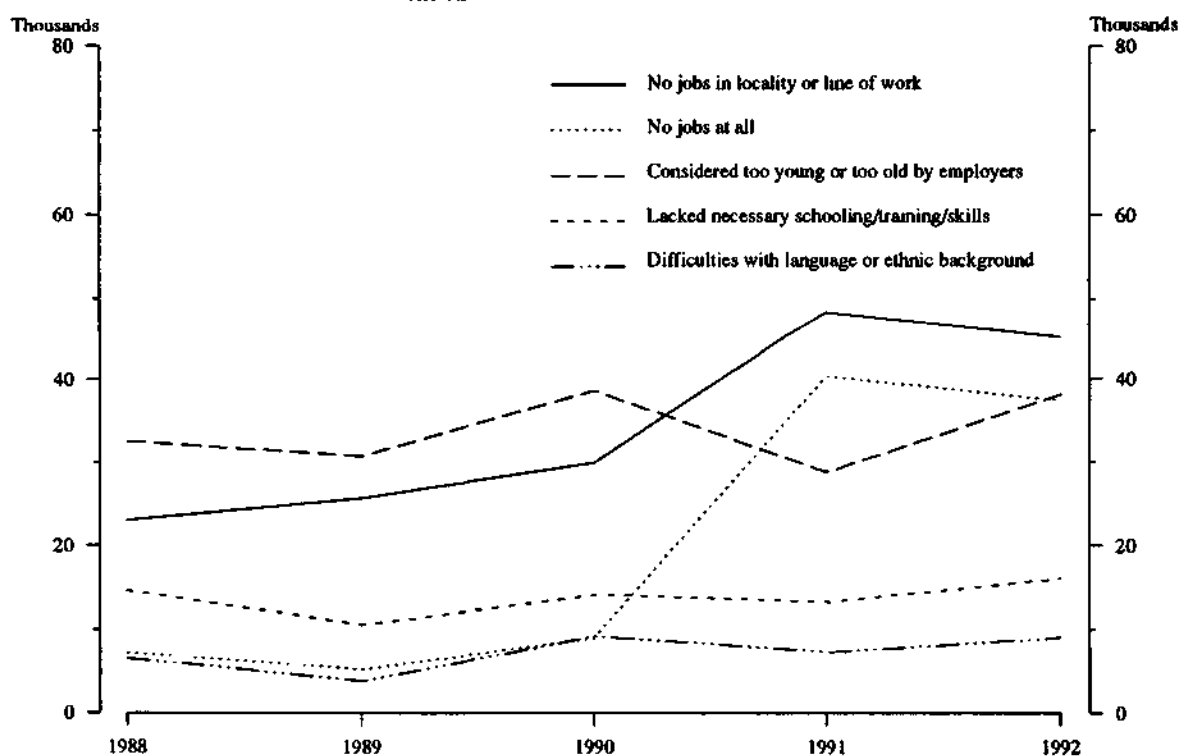
The greatest numbers of discouraged jobseekers were in the 35 to 44 year and 45 to 54 year age groups for females and the 65 to 69 year age group for males.

TABLE 5.8. PERSONS NOT IN THE LABOUR FORCE WHO WERE DISCOURAGED JOBSEEKERS: AGE, AUSTRALIA, MARCH 1987 TO SEPTEMBER 1992 ('000)

March Age group	March 1987	March 1988	Sept. 1988	Sept. 1989	Sept. 1990	Sept. 1991	Sept. 1992		
							Males	Females	Persons
15-19	6.7	7.9	8.0	5.5	6.8	14.5	*4.2	6.8	11.1
20-24	*3.1	*2.7	*3.5	*3.6	5.4	7.2	*2.0	*4.2	6.2
25-34	11.7	15.3	12.8	10.2	14.8	19.3	*2.2	13.4	15.6
35-44	21.8	19.0	15.3	13.9	18.9	28.0	*4.7	28.7	33.4
45-54	18.6	15.4	14.8	15.0	19.2	30.2	5.1	27.0	32.2
55-64	23.1	22.3	22.3	20.2	24.3	28.5	*4.0	12.4	16.4
65-69	9.4	9.5	7.1	7.7	11.6	10.4	15.5	15.3	30.7
Total	94.4	92.0	83.8	76.1	100.9	138.2	37.8	107.8	145.6

Source: Persons Not in the Labour Force, Australia (6220.0).

CHART 5.2. DISCOURAGED JOBSEEKERS: MAIN REASON FOR NOT ACTIVELY LOOKING FOR WORK, AUSTRALIA, SEPTEMBER 1988 TO SEPTEMBER 1992



Source: Persons Not in the Labour Force, Australia (6220.0)

Transition from Education to Work

In the twelve months to May 1992, the number of persons not in the labour force aged 15 to 64 who were attending an educational institution at the time of the survey increased by 7.5 per cent (58,600). The estimates of persons in this group attending school decreased by 2.2 per cent (10,200) while those attending higher education institutions increased by 15 per cent (30,700). The corresponding estimates for the period May 1987 to 1992 show an increase of 20 per cent (138,900) for total students attending, with the numbers of persons at school and those in higher education up by 1.3 per cent (5,700) and 61 per cent (88,900) respectively.

TABLE 5.9. PERSONS AGED 15 TO 64 NOT IN THE LABOUR FORCE : WHETHER ATTENDING AN EDUCATIONAL INSTITUTION AND TYPE OF EDUCATIONAL INSTITUTION ATTENDING, AUSTRALIA, MAY 1987 TO MAY 1992
(^{'000})

Type of educational institution attending	May 1987	May 1988	May 1989	May 1990	May 1991	May 1992
MALES						
Attending	330.0	353.7	347.4	331.5	382.4	398.5
School	229.0	235.7	220.1	216.9	239.2	229.4
Higher Education	70.6	79.0	90.2	79.8	103.0	112.5
TAFE	24.2	31.2	27.8	25.3	32.0	44.1
Other tertiary	6.2	7.8	9.0	9.6	8.2	12.6
Not attending	468.9	476.8	463.5	469.1	475.4	499.3
Total	798.9	830.5	810.8	800.7	857.8	897.9
FEMALES						
Attending	371.5	391.8	379.3	374.4	399.3	441.9
School	214.0	214.3	205.3	199.1	219.7	219.4
Higher Education	74.1	83.7	83.8	92.5	99.8	121.1
TAFE	63.2	70.6	61.2	55.7	54.5	70.2
Other tertiary	20.2	23.2	28.7	27.2	25.2	31.2
Not attending	1,848.4	1,814.7	1,752.4	1,723.6	1,734.0	1,747.3
Total	2,219.9	2,206.5	2,131.8	2,098.0	2,133.3	2,189.2
PERSONS						
Attending	701.5	745.6	726.7	706.0	781.8	840.4
School	443.0	450.0	426.2	416.0	458.9	448.7
Higher Education	144.7	162.7	174.0	172.2	202.9	233.6
TAFE	87.4	101.8	89.0	81.0	86.6	114.4
Other tertiary	26.4	31.0	37.6	36.7	33.4	43.8
Not attending	2,317.3	2,291.5	2,215.9	2,192.7	2,209.3	2,246.6
Total	3,018.9	3,037.1	2,942.6	2,898.7	2,991.1	3,087.0

Source: Transition from Education to Work, Australia (6227.0).

TABLE 5.10. PERSONS AGED 15 TO 64 NOT IN THE LABOUR FORCE : EDUCATIONAL ATTAINMENT, AUSTRALIA, MAY 1990 TO MAY 1992
(^{'000})

Educational attainment	Males			Females			Persons		
	1990	1991	1992	1990	1991	1992	1990	1991	1992
With post-school qualifications	185.7	191.8	216.5	444.8	464.9	496.0	630.4	656.8	712.5
Degree	29.4	34.0	35.8	56.9	64.3	75.4	86.4	98.3	111.2
Trade qualification	100.3	99.3	117.8	47.1	43.6	47.8	147.5	142.9	165.6
Certificate or diploma	54.1	55.9	59.5	333.8	350.9	367.8	388.0	406.8	427.3
Other	*1.8	*2.7	*3.4	6.8	6.0	5.0	8.6	8.7	8.4
Without post-school qualifications(a)	398.1	426.8	452.0	1,454.2	1,448.7	1,473.8	1,852.3	1,875.4	1,925.8
Attended highest level of secondary school available	126.9	156.1	177.6	351.7	359.5	396.4	478.6	515.6	573.9
Attending a tertiary institution in May	76.4	98.7	112.9	86.9	95.4	116.7	163.3	194.0	229.5
Did not attend highest level of secondary school available	266.4	268.6	271.4	1,089.2	1,079.8	1,066.7	1,355.6	1,348.4	1,338.2
Attending a tertiary institution in May	15.7	16.6	19.0	36.8	35.1	40.9	52.6	51.7	59.9
Still at school	216.9	239.2	229.4	199.1	219.7	219.4	416.0	458.9	448.7
Total	800.7	857.8	897.9	2,098.0	2,133.3	2,189.2	2,898.7	2,991.1	3,087.0

(a) Includes persons who never attended school and those for whom attendance at a secondary school could not be determined.

Source: Transition from Education to Work, Australia (6227.0).

CHAPTER 6

AWARD RATES, EARNINGS, LABOUR COSTS, AND EMPLOYMENT BENEFITS

This chapter provides a range of data on the returns for and costs of labour. Emphasis is given to wages and salaries, and such statistics produced by the ABS are usually referred to as earnings.

Statistics are presented on award rates of pay, the distribution and composition of weekly earnings, employment benefits and labour costs.

Award Rates of Pay Indexes

Award rates of pay indexes are based on rates of pay fixed by law, agreement or arbitration. Unlike the statistics of earnings which show the actual *levels* and *movements* over time for industries, full-time and part-time males and females, the indexes of weekly and hourly rates of pay are designed to measure only the relative *changes* in award rates for full-time adult males and females.

Indexes of weekly and hourly award rates of pay cover all full-time adult employees whose rates of pay are normally varied in accordance with awards, determinations and collective agreements. The indexes are based on weights derived from the May 1985 Survey of Employee Earnings and Hours and therefore do not reflect any subsequent effects of compositional changes in the labour force or in industry structure.

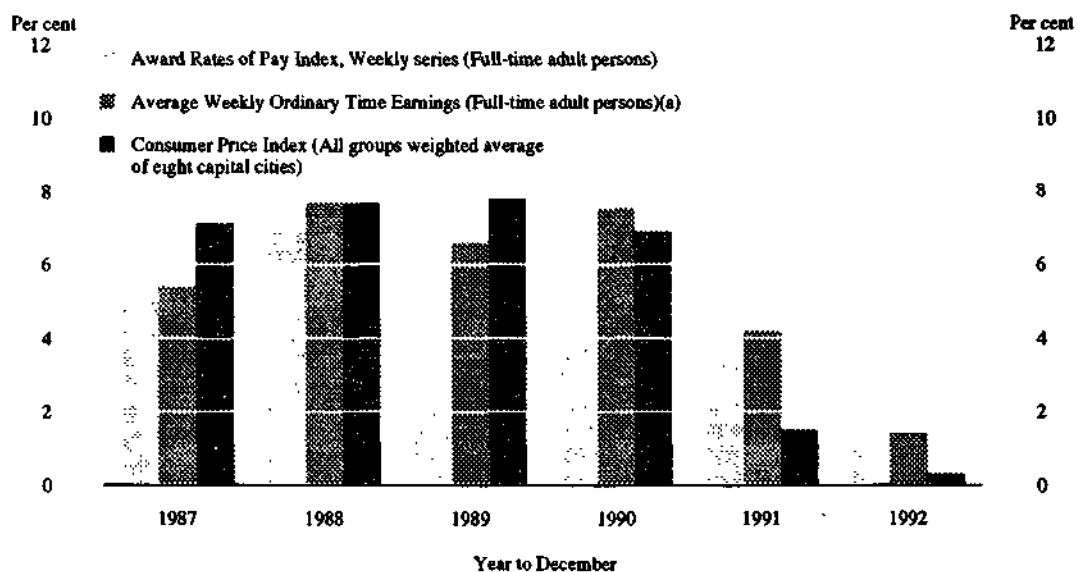
The present series of Award Rates of Pay Indexes was released in 1988, with a base of June 1985. That series replaced the previous series which had a base of 1976 and covered the period from June 1976 to November 1987. The new series has a wider coverage of award designations and utilises a more up to date industry and occupation structure than the previous series. In May 1990, details of award coverage were collected to give a more up to date picture of the numbers of employees covered by awards, determinations and collective agreements or unregistered agreements.

Over the 12 months to December 1992, the weekly award rates of pay indexes rose by 1.0 per cent for full-time adult employees. The largest movements over the period occurred in the Finance, property and business services industry (2.3%), and the Wholesale and retail trade industry (1.6%).

In occupation groups, the largest increase recorded was for Salespersons and personal service workers with a rise of 1.4 per cent.

The following chart shows the annual change in award rates of pay, average weekly ordinary time earnings and the consumer price index. Between December 1991 and 1992, the Consumer Price Index (CPI) increased by 0.3 per cent. During the same period weekly award rates of pay increased by 1.0 per cent (full-time adult wage and salary earners), while average weekly ordinary time earnings for persons increased by 1.4 per cent.

CHART 6.1. AWARD RATES OF PAY INDEX, AVERAGE WEEKLY EARNINGS AND
CONSUMER PRICE INDEX: ANNUAL CHANGE, AUSTRALIA



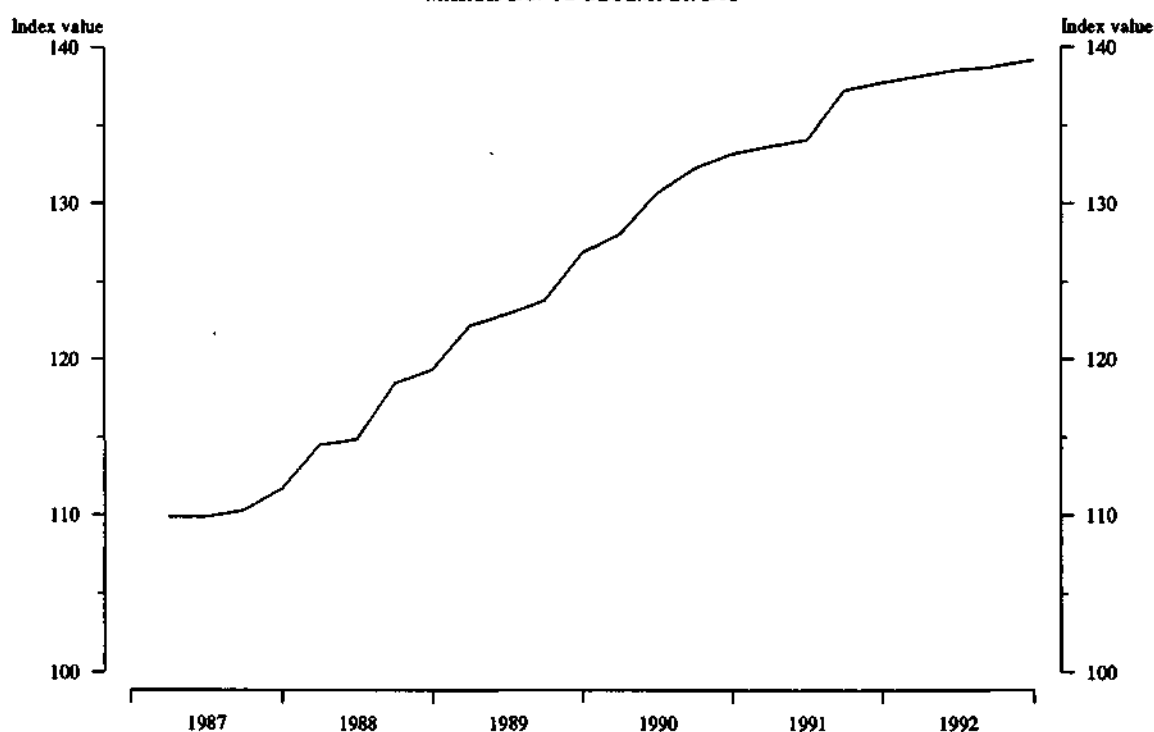
Source: Award Rates of Pay Indexes, Australia (6312 0); Average Weekly Earnings, States and Australia (6302 0); Consumer Price Index, Australia (6401 0).

TABLE 6.1. AWARD RATES OF PAY INDEXES FULL-TIME ADULT EMPLOYEES, AUSTRALIA
(Base : June 1985 = 100.0)

Month	Weekly series			Hourly series		
	Males	Females	Persons	Males	Females	Persons
1987—						
March	109.7	110.3	109.9	109.8	110.5	110.0
June	109.7	110.4	109.9	109.8	110.9	110.2
September	110.2	110.6	110.3	110.4	111.2	110.6
December	111.6	112.0	111.7	111.8	112.6	112.1
1988—						
March	114.4	114.9	114.5	114.7	115.9	115.0
June	114.8	115.3	114.9	115.0	116.3	115.4
September	118.2	119.0	118.5	118.5	120.2	119.0
December	119.1	120.2	119.4	119.5	121.4	120.1
1989—						
March	121.9	123.0	122.2	122.4	124.4	123.0
June	122.5	123.8	122.9	123.0	125.3	123.7
September	123.5	124.6	123.8	124.1	126.2	124.7
December	126.6	127.7	126.9	127.2	129.3	127.9
1990—						
March	127.8	128.9	128.1	128.5	130.6	129.1
June	130.3	131.7	130.7	131.0	133.4	131.8
September	131.7	133.4	132.3	132.7	135.2	133.4
December	132.6	134.4	133.2	133.6	136.3	134.4
1991—						
March	133.1	135.2	133.7	134.1	137.1	135.0
June	133.4	135.6	134.1	134.5	137.5	135.4
September	136.5	138.9	137.3	137.6	140.8	138.6
December	137.1	139.4	137.8	138.2	141.4	139.2
1992—						
March	137.5	139.8	138.2	138.6	141.8	139.6
June	137.9	140.1	138.6	139.1	142.0	140.0
September	138.2	140.3	138.8	139.3	142.3	140.2
December	138.5	140.8	139.2	139.6	142.8	140.6

Source: Award Rates of Pay Indexes, Australia (6312.0).

**CHART 6.2. WEEKLY AWARD RATES OF PAY INDEXES
FULL-TIME ADULT EMPLOYEES, AUSTRALIA,
MARCH 1987 TO DECEMBER 1992**



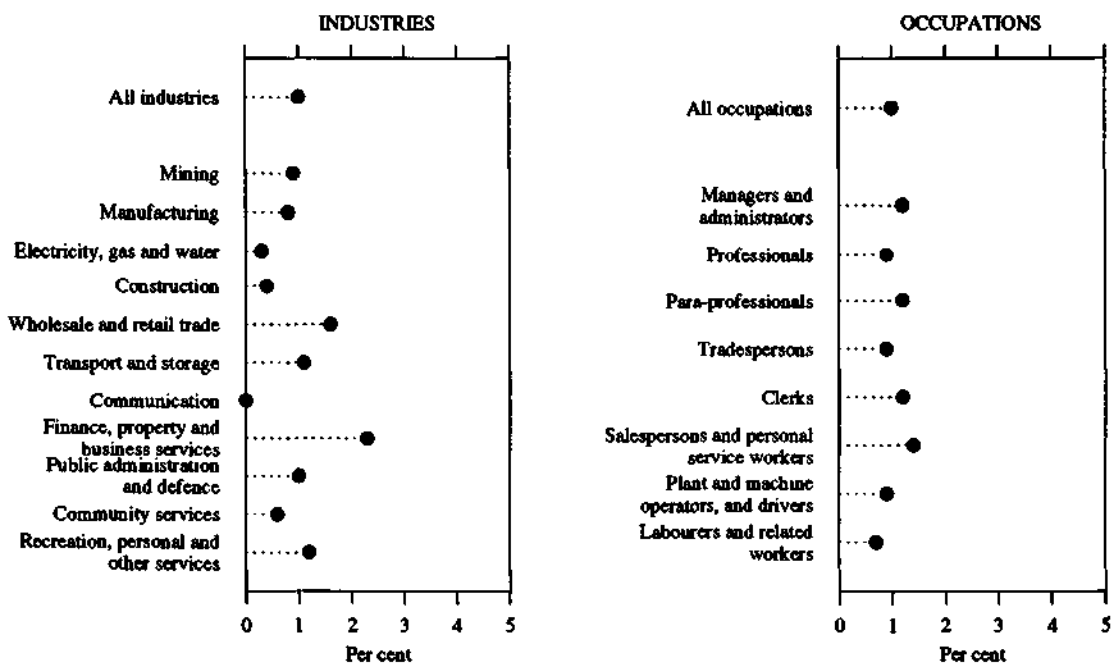
Source: Award Rates of Pay Indexes, Australia (6312.0)

TABLE 6.2. WEEKLY AWARD RATES OF PAY INDEXES FULL-TIME ADULT EMPLOYEES: INDUSTRY AND OCCUPATION, AUSTRALIA, DECEMBER
(Base : June 1985 = 100.0)

Industry	Males			Females			Persons		
	1990r	1991r	1992	1990r	1991r	1992	1990r	1991r	1992
Total	132.6	137.1	138.5	134.4	139.4	140.8	133.2	137.8	139.2
<i>Industry—</i>									
Mining	135.7	138.8	140.0	..	..	..	135.5	138.7	139.9
Manufacturing	134.7	139.7	140.7	137.3	142.9	144.2	135.3	140.4	141.5
Electricity, gas and water	129.9	133.1	133.5	..	..	..	129.9	133.1	133.5
Construction	132.1	135.5	136.1	..	..	..	132.0	135.6	136.2
Wholesale and retail trade	134.6	141.0	143.3	133.6	140.0	142.4	134.2	140.7	143.0
Transport and storage	131.6	135.5	137.0	131.0	135.6	136.8	131.6	135.5	137.0
Communication	131.5	134.8	134.8	135.0	138.5	138.5	132.3	135.7	135.7
Finance, property and business services	129.4	132.6	136.0	130.4	134.0	136.8	129.9	133.3	136.4
Public administration and defence	130.2	133.9	135.0	132.1	135.7	137.7	130.7	134.3	135.7
Community services	131.2	136.7	138.0	135.8	141.1	141.6	133.6	139.0	139.9
Recreational, personal and other services	133.4	138.1	139.7	133.3	137.9	139.6	133.4	138.0	139.7
<i>Occupation—</i>									
Managers and administrators	129.5	134.0	135.6	133.7	139.3	140.9	130.3	135.1	136.7
Professionals	130.3	135.3	136.6	133.9	139.6	140.6	131.7	136.9	138.1
Para-professionals	130.6	135.5	137.6	141.0	146.3	146.9	133.8	138.8	140.5
Tradespersons	133.5	138.2	139.4	134.7	139.4	140.9	133.6	138.2	139.5
Clerks	130.8	134.9	136.5	132.0	136.9	138.4	131.5	136.0	137.6
Salespersons and personal service workers	132.5	138.2	140.1	136.0	141.5	143.5	134.3	139.9	141.8
Plant and machine operators and drivers	134.4	138.9	139.8	141.2	146.0	148.7	135.4	139.9	141.1
Labourers and related workers	133.7	137.8	138.9	133.9	138.0	138.7	133.7	137.9	138.9

Source: Award Rates of Pay Indexes, Australia (6312.0).

CHART 6.3. AWARD RATES OF PAY INDEXES: FULL-TIME ADULT EMPLOYEES
ANNUAL PERCENTAGE CHANGE, AUSTRALIA
DECEMBER 1991 TO DECEMBER 1992



Source: Award Rates of Pay Indexes, Australia (6312.0)

Average Weekly Earnings

Estimates of average weekly earnings are produced from surveys of employers conducted quarterly and annually. The average weekly earnings series provides information on: ordinary time earnings for full-time adults (males, females and persons); total earnings for full-time adults (males, females and persons); and total earnings for all employees (males, females and persons). These data are available by sector, industry and States and Territories.

In addition to the average weekly earnings statistics obtained from the quarterly survey of employers, statistics on the distribution and composition of average weekly earnings and hours are obtained from a survey of employers conducted annually in May. This survey provides more detail in terms of industries and sectors as well as information on the composition of earnings and hours for various categories of employees and occupations.

Other statistics on earnings are obtained from a household survey conducted in August each year. This survey is a supplement to the ABS Monthly Labour Force Survey and is conducted primarily to obtain statistics on the distribution of employees classified by characteristics such as marital status, sex, age and whether the earnings came from the main job or any second job. Care should be exercised when comparing the mean (average) weekly earnings derived from this survey with average weekly earnings from the surveys of employers because of important differences in scope and methodology.

In the 12 months to November 1992, average weekly ordinary time earnings for full-time adult persons increased by 1.4 per cent to \$586.80. The percentage increase for females was 1.1 per cent and for males 1.9 per cent.

During this period, average weekly ordinary time earnings for full-time adult persons increased at a higher rate in the public sector (3.2%) than in the private sector (0.3%).

Average weekly ordinary time and total earnings vary across industries. In November 1992, the average weekly total earnings for full-time adult male employees was highest in the Mining industry (\$1,035.20) and lowest in the Retail industry (\$533.50) and for female employees was highest in the Mining industry (\$683.10) and lowest in the Textiles; Clothing and footwear industry (\$422.90).

Average weekly ordinary time and total earnings also vary considerably across occupations and sex, with earnings generally reflecting associated skills levels. In May 1992, for example, full-time adult male managers and administrators received estimated average weekly total earnings of \$880.70, while their female counterparts averaged \$701.60. At the lower levels of total earnings ranges, full-time adult male labourers and related workers earned on average \$517.70, compared to \$428.40 for females in the same occupation.

Part-time employees in para-professional occupations averaged total earnings of \$335.50 per week in May 1992, well above the average earnings for part-time employees in all occupations (\$224.30).

In the five years since November 1987, average weekly total earnings for full-time adult male employees have increased by 30 per cent from \$516.30 to \$670.30 while for full-time adult females there has been an increase of 33 per cent from \$401.90 to \$532.90.

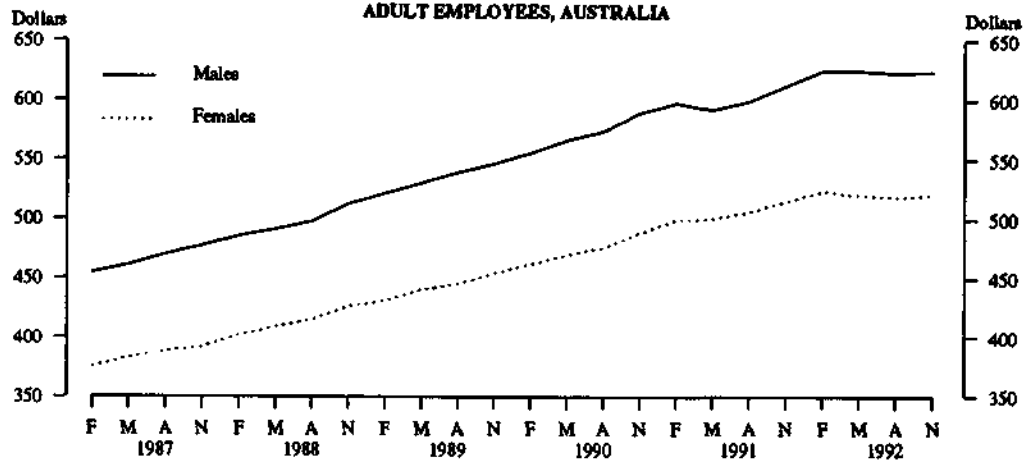
Average weekly earnings for all employees in the five years have increased more in percentage terms for females than for males. For females, the increase has been 29 per cent, from \$306.50 to \$395.80; for males, there has been an increase of 28 per cent, from \$470.00 to \$599.50.

Since 1987 ordinary time earnings for full-time adult males have risen from \$477.50 to \$623.90, an increase of 31 per cent while for full-time adult females there has been an increase of 33 per cent from \$392.00 to \$520.70.

At May 1992, award or agreed base rate of pay represented 91 per cent of average weekly total earnings for all male employees, and nearly 97 per cent of female average weekly total earnings. Overtime, the other major component of earnings, contributed 6.4 per cent and 1.9 per cent towards male and female average weekly total earnings respectively.

In May 1992, the median weekly total earnings of all male employees was \$548.30, while for all female employees the median was \$398.20. The distribution of employees by levels of weekly total earnings reveals there was a greater concentration of both males and females in lower earnings ranges in the private sector than in the public sector. In both sectors there was a greater concentration of females in the lower earnings ranges, and of males in the higher earnings ranges. Contributing factors include: the majority of part-time workers are females; males account for over three quarters of managerial employees; and males work on average more overtime hours than females.

CHART 6.4. AVERAGE WEEKLY ORDINARY TIME EARNINGS OF FULL-TIME ADULT EMPLOYEES, AUSTRALIA



Source: Average Weekly Earnings, States and Australia (6302.0)

TABLE 6.3. AVERAGE WEEKLY EARNINGS OF EMPLOYEES, AUSTRALIA

	Males			Females			Persons		
	Full-time adults		All males	Full-time adults		All females	Full-time adults		All employees
	Ordinary time earnings	Total earnings	Total earnings	Ordinary time earnings	Total earnings	Total earnings	Ordinary time earnings	Total earnings	Total earnings
	—dollars—								
November—									
1987	477.50	516.30	470.00	392.00	401.90	306.50	450.10	479.70	401.80
1988	512.70	558.90	505.20	426.80	439.60	328.70	484.90	520.20	430.10
1989	547.00	595.90	540.00	454.50	467.60	349.30	516.60	553.80	457.20
1990	589.20	635.80	578.20	488.90	501.20	377.90	555.60	590.60	490.60
1991	612.20	654.20	589.70	514.80	527.40	393.20	578.80	610.70	501.30
1992—									
February	625.20	666.00	598.90	523.90	535.50	400.90	589.20	619.70	507.90
May	624.80	665.50	597.40	519.70	531.20	397.00	587.30	617.60	504.50
August	623.20	664.90	597.70	518.70	530.10	397.40	585.80	616.60	503.90
November	623.90	670.30	599.50	520.70	532.90	395.80	586.80	621.00	504.10
Annual change—									
November—									
1987	5.6	5.7	5.3	5.2	5.2	6.6	5.4	5.4	5.6
1988	7.4	8.2	7.5	8.9	9.4	7.2	7.7	8.5	7.0
1989	6.7	6.6	6.9	6.5	6.4	6.3	6.5	6.4	6.3
1990	7.7	6.7	7.1	7.6	7.2	8.2	7.5	6.7	7.3
1991	3.9	2.9	2.0	5.3	5.2	4.1	4.2	3.4	2.2
1992—									
February	4.6	3.7	2.3	4.8	4.6	4.0	4.4	3.7	2.2
May	5.5	5.2	4.8	3.8	3.7	4.8	4.7	4.4	4.2
August	4.0	4.2	3.9	2.4	2.4	3.4	3.2	3.3	3.0
November	1.9	2.5	1.7	1.1	1.1	0.7	1.4	1.7	0.6

Source: Average Weekly Earnings, States and Australia (6302.0).

TABLE 6.4. COMPOSITION OF AVERAGE WEEKLY TOTAL EARNINGS AND AVERAGE WEEKLY TOTAL HOURS PAID FOR: CATEGORY OF EMPLOYEE, AUSTRALIA, MAY 1992

	Full-time employees							Part-time employees	All employees
	Managerial	Non-managerial			Total				
	Adult	Adult	Junior	Total	Adult	Junior	Total		
MALES									
— dollars —									
Average weekly earnings—									
Ordinary time—									
Award or agreed base rate of pay	828.70	537.60	291.20	525.10	597.20	291.20	584.70	200.60	544.10
Payment by measured result	5.40	9.20	* 1.60	8.80	8.40	* 1.60	8.10	* 0.60	7.30
Overaward pay(a)	5.40	10.70	4.50	10.40	9.60	4.50	9.40	* 0.80	8.50
Total ordinary time	839.40	557.60	297.30	544.30	615.30	297.30	602.30	202.00	560.00
Overtime	1.90	53.50	14.40	51.50	42.90	14.40	41.70	6.00	38.00
Total	841.30	611.00	311.70	595.80	658.20	311.70	644.00	208.00	598.00
— hours —									
Average weekly hours paid for—									
Ordinary time	..	37.8	37.7	37.8	37.4	37.7	37.4	15.1	35.0
Overtime	..	2.5	1.2	2.4	2.0	1.2	1.9	0.3	1.8
Total	..	40.2	38.9	40.2	39.3	38.9	39.3	15.4	36.8
FEMALES									
— dollars —									
Average weekly earnings—									
Ordinary time—									
Award or agreed base rate of pay	653.00	503.40	279.60	487.90	519.30	279.60	504.30	224.50	391.30
Payment by measured result	* 1.80	* 2.20	* 0.40	* 2.10	* 2.20	* 0.40	2.10	* 0.60	1.50
Overaward pay(a)	4.50	7.00	3.20	6.80	6.80	3.20	6.50	1.00	4.30
Total ordinary time	659.30	512.60	283.20	496.70	528.20	283.20	513.00	226.00	397.10
Overtime	* 0.90	11.70	5.50	11.30	10.60	5.50	10.30	3.40	7.50
Total	660.30	524.40	288.70	508.00	538.80	288.70	523.20	229.40	404.60
— hours —									
Average weekly hours paid for—									
Ordinary time	..	37.4	37.6	37.4	37.2	37.6	37.2	16.8	29.0
Overtime	..	0.6	0.4	0.6	0.5	0.4	0.5	0.2	0.4
Total	..	38.0	38.1	38.0	37.7	38.1	37.8	17.0	29.4
PERSONS									
— dollars —									
Average weekly earnings—									
Ordinary time—									
Award or agreed base rate of pay	790.10	524.70	285.90	510.80	569.80	285.90	556.10	218.80	474.80
Payment by measured result	4.60	6.60	* 1.00	6.20	6.20	* 1.00	6.00	* 0.60	4.70
Overaward pay(a)	5.20	9.30	3.90	9.00	8.60	3.90	8.40	0.90	6.60
Total ordinary time	799.90	540.60	290.80	526.10	584.70	290.80	570.40	220.30	486.00
Overtime	1.70	37.70	10.30	36.10	31.60	10.30	30.50	4.00	24.10
Total	801.60	578.20	301.20	562.20	616.20	301.20	601.00	224.30	510.20
— hours —									
Average weekly hours paid for—									
Ordinary time	..	37.7	37.7	37.7	37.3	37.7	37.3	16.4	32.3
Overtime	..	1.8	0.8	1.7	1.5	0.8	1.4	0.2	1.1
Total	..	39.4	38.5	39.3	38.8	38.5	38.8	16.6	33.4

(a) Includes pay above award, negotiated through enterprise bargaining.

Source: Distribution and Composition of Employee Earnings and Hours, Australia (6306.0).

TABLE 6.5. DISTRIBUTION OF ALL EMPLOYEES BY LEVELS OF WEEKLY TOTAL EARNINGS, MAJOR OCCUPATION GROUPS, AUSTRALIA, MAY 1992

	Occupation								
	Managers and administrators	Professionals	Para-professionals	Tradespersons	Clerks	Salespersons and personal service workers	Plant and machine operators, and drivers	Labourers and related workers	All occupations
— per cent —									
Weekly total earnings (\$)—									
Under 50	* 0.0	1.3	0.9	* 0.3	1.1	6.5	1.0	4.1	2.3
50 and under 100	* 0.2	1.8	2.0	1.0	2.8	9.9	1.2	6.5	3.8
100 " 150	0.6	1.9	1.7	1.3	2.5	7.0	1.1	5.9	3.2
150 " 200	0.6	1.8	1.8	2.9	3.4	6.3	0.8	5.7	3.4
200 " 250	2.1	1.6	2.3	3.6	4.6	6.1	1.3	5.4	3.8
250 " 300	1.1	2.3	3.0	4.0	5.1	6.6	1.8	5.0	4.1
300 " 320	1.5	1.1	0.9	1.9	2.3	3.5	1.0	2.5	2.0
320 " 340	* 0.3	0.8	1.0	2.4	2.2	2.4	1.6	2.6	1.8
340 " 360	1.3	0.9	1.2	3.3	3.0	2.7	4.7	4.6	2.8
360 " 380	0.9	1.2	1.1	3.2	3.1	4.4	3.7	5.1	3.1
380 " 400	0.7	1.2	1.6	4.2	5.0	4.7	4.5	7.4	4.1
400 " 420	2.3	1.4	2.0	5.6	7.5	4.4	6.6	6.6	4.9
420 " 440	1.3	1.4	1.9	4.8	5.6	3.5	5.4	5.0	3.9
440 " 460	1.6	1.3	2.5	5.7	6.4	3.4	5.5	4.8	4.1
460 " 480	1.0	1.2	2.4	4.2	5.3	3.1	5.5	4.1	3.5
480 " 500	2.1	2.0	2.5	5.2	5.6	2.6	3.8	3.1	3.6
500 " 520	4.1	2.6	3.5	5.0	5.6	3.0	4.7	3.1	3.9
520 " 540	1.2	2.1	3.2	4.5	4.0	2.5	3.5	2.4	3.0
540 " 560	1.7	2.7	3.0	3.7	3.8	1.8	3.4	2.1	2.8
560 " 580	1.7	3.1	3.7	3.4	3.5	1.7	2.8	1.7	2.7
580 " 600	1.5	3.0	3.9	2.2	2.5	1.3	2.5	1.1	2.2
600 " 620	3.1	3.5	4.4	3.1	2.4	1.6	3.2	1.3	2.6
620 " 640	2.0	2.1	4.5	2.0	1.8	1.1	2.4	1.0	1.9
640 " 660	2.2	3.3	3.8	2.0	1.4	1.1	2.4	1.0	2.0
660 " 680	3.2	4.0	4.5	2.7	1.6	1.0	2.2	0.9	2.3
680 " 700	2.3	2.6	4.3	1.9	1.1	0.8	2.3	0.8	1.7
700 " 720	2.6	3.6	3.4	1.7	1.0	0.6	1.7	0.8	1.7
720 " 740	1.9	3.4	2.8	1.2	0.7	0.6	1.4	0.6	1.4
740 " 760	2.5	7.1	2.4	1.1	0.7	0.4	1.5	0.4	1.9
760 " 780	2.7	4.2	3.1	1.2	0.7	0.8	1.2	0.6	1.6
780 " 800	2.4	2.8	3.0	1.0	0.6	0.4	1.3	0.4	1.3
800 " 850	6.0	6.3	4.8	2.0	0.8	0.9	2.6	0.7	2.5
850 " 900	6.5	4.6	3.3	1.6	0.6	0.8	1.7	0.7	2.1
900 " 950	4.9	3.1	2.2	1.2	0.5	0.4	1.4	0.4	1.4
950 " 1,000	5.6	2.5	1.8	1.1	0.3	0.4	1.6	0.3	1.3
1,000 " 1,100	8.4	3.7	2.6	1.2	0.4	0.7	2.1	0.5	1.9
1,100 " 1,200	4.6	1.8	1.2	1.0	0.2	* 0.2	1.4	0.3	1.0
1,200 " 1,300	2.8	1.4	0.6	0.6	* 0.1	* 0.1	1.4	* 0.2	0.7
1,300 " 1,400	1.6	0.8	* 0.3	* 0.3	* 0.0	* 0.1	0.7	* 0.2	0.4
1,400 " 1,500	1.1	0.7	* 0.2	* 0.2	* 0.0	* 0.0	* 0.4	* 0.0	0.3
1,500 and over	5.5	1.7	0.7	0.4	* 0.1	0.3	0.8	* 0.2	0.9
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
— dollars —									
25th percentile	562.20	514.80	469.40	385.40	347.20	161.80	407.10	225.30	343.20
50th percentile (median)	772.30	682.70	617.80	486.20	444.70	351.60	501.00	385.40	474.40
75th percentile	991.90	810.90	750.30	614.80	540.00	481.50	665.80	478.40	653.50
Mean earnings	822.70	677.70	612.20	515.70	443.40	353.80	561.00	376.40	510.20

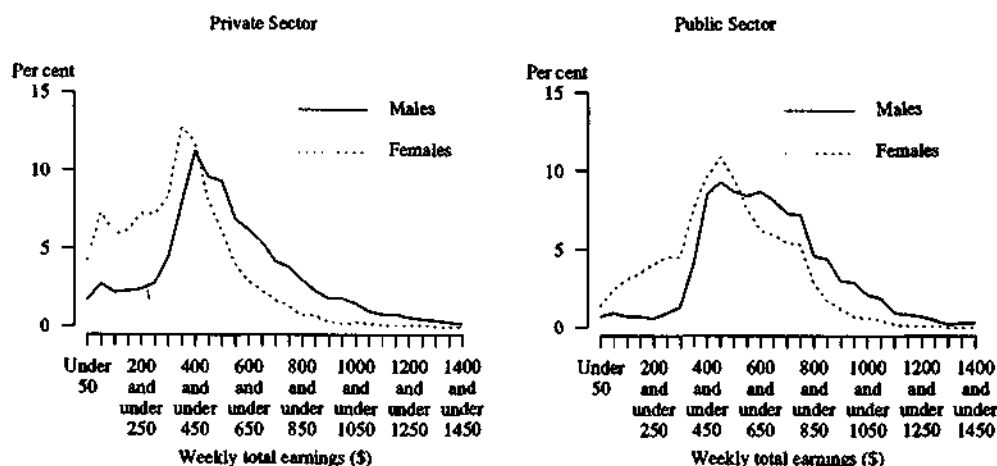
Source: Distribution and Composition of Employee Earnings and Hours, Australia (6306.0).

TABLE 6.6. AVERAGE WEEKLY TOTAL EARNINGS, MAJOR OCCUPATION GROUPS AND CATEGORY OF EMPLOYEE, AUSTRALIA, MAY 1992
(dollars)

Occupation	Full-time employees							Part-time employees	All employees
	Managerial		Non-managerial		Total				
	Adult	Adult	Junior	Total	Adult	Junior	Total		
MALES									
Managers and administrators	897.60	777.80	* 342.50	776.30	880.70	* 342.50	880.50	329.60	869.00
Professionals	956.60	761.80	341.60	758.90	816.30	341.60	814.00	339.60	772.50
Para-professionals	890.60	698.00	343.30	694.50	718.10	343.30	714.90	* 211.10	684.40
Tradespersons	519.30	585.60	307.60	553.90	580.50	307.60	551.50	262.80	540.20
Clerks	732.70	560.00	336.60	550.80	581.40	336.60	572.40	201.40	546.30
Salespersons and personal service workers	680.20	566.90	318.20	549.80	590.60	318.20	575.50	174.40	467.50
Plant and machine operators, and drivers	575.10	618.20	298.90	615.90	617.10	298.90	614.90	* 219.80	591.70
Labourers and related workers	582.20	516.30	304.10	505.10	517.70	304.10	506.60	174.30	432.70
All occupations	841.30	611.00	311.70	595.80	658.20	311.70	644.00	208.00	598.00
FEMALES									
Managers and administrators	727.70	630.70	* 393.00	628.60	701.60	* 393.00	700.90	310.50	664.50
Professionals	822.80	673.90	285.50	671.80	688.90	285.50	687.00	299.60	573.60
Para-professionals	709.70	652.00	363.80	647.40	655.40	363.80	651.00	356.60	526.90
Tradespersons	414.10	428.70	239.80	382.40	427.10	239.80	385.10	232.60	335.70
Clerks	510.20	488.80	295.30	473.00	490.20	295.30	475.20	242.50	407.10
Salespersons and personal service workers	510.30	466.20	295.20	445.00	469.20	295.20	448.90	181.80	291.90
Plant and machine operators, and drivers	484.80	412.70	* 277.70	410.10	413.10	* 277.70	410.50	210.90	378.90
Labourers and related workers	* 422.60	428.50	286.60	422.70	428.40	286.60	422.70	202.00	289.70
All occupations	660.30	524.40	288.70	508.00	538.80	288.70	523.20	229.40	404.60
PERSONS									
Managers and administrators	865.90	727.70	371.60	725.90	842.70	371.60	842.20	318.80	822.70
Professionals	929.40	720.60	318.80	718.10	763.60	318.80	761.50	309.50	677.70
Para-professionals	849.20	681.80	353.00	677.90	696.70	353.00	693.00	335.50	612.20
Tradespersons	508.40	574.00	296.20	539.20	568.70	296.20	537.00	246.80	515.80
Clerks	617.70	510.90	302.80	496.50	519.80	302.80	505.90	239.30	443.30
Salespersons and personal service workers	639.50	513.30	302.40	492.40	530.90	302.40	511.20	180.30	353.90
Plant and machine operators, and drivers	572.40	591.40	292.80	588.70	590.90	292.80	588.40	217.10	561.30
Labourers and related workers	558.50	494.00	300.50	484.40	495.20	300.50	485.70	192.00	376.40
All occupations	801.60	578.20	301.20	562.20	616.20	301.20	601.00	224.30	510.20

Source: *Distribution and Composition of Employee Earnings and Hours, Australia (6306 0)*.

CHART 6.5. DISTRIBUTION OF ALL EMPLOYEES BY LEVELS OF WEEKLY TOTAL EARNINGS, SECTOR BY SEX, AUSTRALIA, MAY 1992



Source: *Distribution and Composition of Employee Earnings and Hours, Australia (6306 0)*.

Weekly Earnings of Employees

Between August 1987 and August 1992, mean weekly earnings from all jobs for employees aged 15 and over increased from \$368 to \$475, representing a 29 per cent increase. The increase in the thirteen months to August 1992 was \$11 (2.4%). This compares to an increase in the twelve months to August 1990 of \$21 (5.0%).

The rate of increase in mean weekly earnings is strongly influenced by the trend towards a greater proportion of part-time workers. Employees working less than 35 hours per week in all jobs as a proportion of total employees has increased by 4.3 percentage points since August 1987. Mean weekly earnings for part-time female workers rose from \$169 in 1987 to \$219 in 1992, an average increase over this period of 5.3 per cent per annum. The increase for the corresponding group of male part-time workers was an average of 4.1 per cent per annum (\$162 in 1987 to \$198 in 1992).

In August 1992, 75 per cent of employees worked on a full-time basis in their main job, and their mean weekly earnings from that job were \$555. Males comprised 66 per cent of full-time employees in main job, with mean weekly earnings of \$590. Female full-time workers in main job received \$486 on average. Approximately 43 per cent of females worked part-time in their main job compared with 11 per cent of males. Female part-time workers in main job received mean weekly earnings of \$219 compared with \$212 for males.

Mean weekly earnings of full-time workers varied across occupations with Managers and administrators earning: males \$769, females \$597; Professionals: males \$539, females \$419; Labourers and related workers: males \$459, females \$376.

Mean weekly earnings of full-time workers also varied according to industry division with employees in the Mining industry earning more than those in other industries (males \$915, females \$555).

An estimated 186,600 employees worked in a second wage or salary job at August 1992. There were 87,000 male employees with a second job, and they received \$107 (median) in earnings from that job. Some 99,600 females had a second wage or salary job; they received median weekly earnings of \$96.

Full-time workers aged 35-44 years received the highest mean weekly earnings of all the age groups tabulated. The average for this age group was \$621, with males earning \$663 and females \$529. Male full-time workers aged 15-19 received 47 per cent of the mean weekly earnings received by males aged 20 and over (\$286 compared to \$604). Female workers aged 15-19 earned 54 per cent of the mean weekly earnings received by females aged 20 and over (\$270 compared to \$498).

TABLE 6.7. ALL EMPLOYEES : MEAN WEEKLY EARNINGS IN ALL JOBS OF FULL-TIME AND PART-TIME WORKERS, AUSTRALIA, AUGUST 1987 TO AUGUST 1992

August	Full-time workers			Part-time workers			Total		
	Males	Females	Persons	Males	Females	Persons	Males	Females	Persons
MEAN WEEKLY EARNINGS IN ALL JOBS (Dollars)									
1987	446	355	417	162	169	168	427	285	368
1988	477	379	445	167	185	181	457	306	394
1989	521	411	485	170	189	185	496	325	423
1990(a)	546	435	509	180	202	198	520	345	444
1991(b)	571	465	535	196	208	206	541	365	464
1992	591	489	557	198	219	214	553	376	475
EMPLOYEES ('000)									
1987	3,200.3	1,513.8	4,714.0	233.2	919.4	1,152.6	3,433.4	2,433.2	5,866.6
1988	3,317.8	1,603.1	4,920.9	225.7	955.3	1,181.0	3,543.5	2,558.4	6,101.9
1989	3,468.5	1,698.1	5,166.6	268.8	1,062.0	1,330.8	3,737.3	2,760.1	6,497.4
1990(a)	3,467.5	1,732.6	5,200.0	274.5	1,091.1	1,365.5	3,741.9	2,823.7	6,565.6
1991(b)	3,269.2	1,681.1	4,950.3	283.9	1,083.0	1,366.9	3,553.1	2,764.1	6,317.3
1992	3,199.3	1,622.8	4,822.0	337.4	1,175.4	1,512.8	3,536.7	2,798.1	6,334.8

(a) The August 1990 survey excluded all persons aged 70 and over. (b) The 1991 survey was conducted in July.

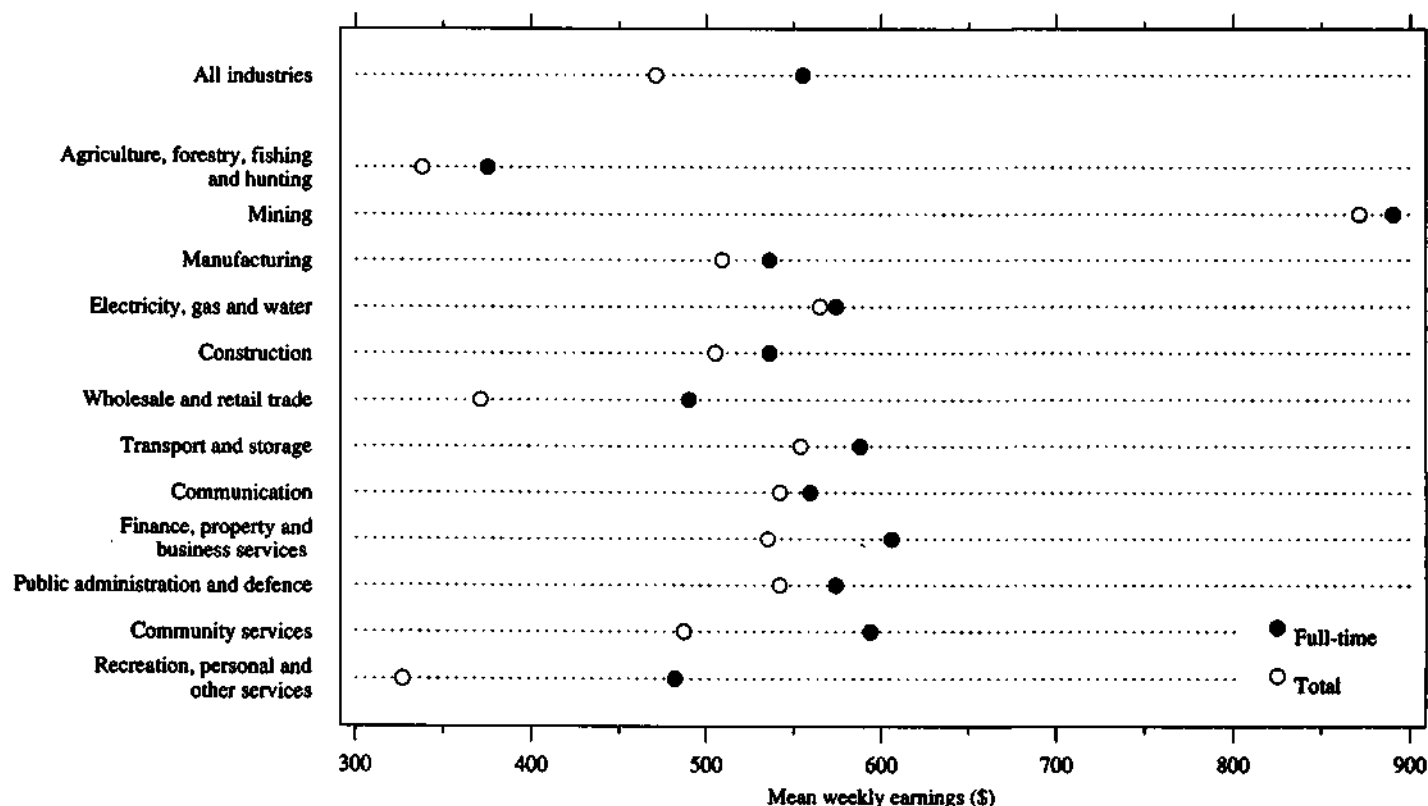
Source: *Weekly Earnings of Employees (Distribution), Australia (6310.0)*.

TABLE 6.8. MEAN WEEKLY EARNINGS FROM MAIN JOB OF ALL EMPLOYEES WHO WORKED FULL TIME IN THEIR MAIN JOB, AUSTRALIA, AUGUST 1990, JULY 1991 AND AUGUST 1992
(dollars)

	Males			Females			Persons		
	1990	1991	1992	1990	1991	1992	1990	1991	1992
Total	545	570	590	432	461	486	507	533	553
<i>Occupation—</i>									
Managers and administrators	700	748	769	562	566	597	675	716	738
Professionals	712	747	768	574	621	645	661	701	722
Para-professionals	586	625	644	498	549	574	555	597	617
Tradespersons	477	489	506	346	367	358	467	481	496
Clerks	513	553	565	416	442	457	445	477	491
Salespersons and personal service workers	516	546	539	363	387	419	439	465	478
Plant and machine operators and drivers	522	535	559	348	348	363	497	508	534
Labourers and related workers	438	446	459	334	352	376	415	424	439
<i>Industry—</i>									
Agriculture, forestry, fishing and hunting	376	397	390	286	312	298	363	385	375
Mining	806	864	915	543	557	555	784	834	890
Manufacturing	516	531	562	401	420	443	491	506	536
Electricity, gas and water	549	584	584	443	496	489	539	575	574
Construction	532	538	543	416	435	446	523	533	536
Wholesale and retail trade	493	511	523	380	395	419	456	474	490
Transport and storage	557	602	608	438	461	492	536	579	588
Communication	530	571	572	436	476	522	508	549	559
Finance, property and business services	635	695	704	442	462	486	543	586	606
Public administration and defence	563	589	595	477	510	529	532	560	574
Community services	605	627	662	476	514	541	533	563	594
Recreation, personal and other services	483	489	516	370	408	435	430	453	482

Source: *Weekly Earnings of Employees (Distribution), Australia (6310.0)*.

CHART 6.6. MEAN WEEKLY EARNINGS IN MAIN JOB OF FULL-TIME AND TOTAL EMPLOYEES IN MAIN JOB BY INDUSTRY, AUSTRALIA, AUGUST 1992



Source: *Weekly Earnings of Employees (Distribution), Australia (6310.0)*.

Labour Costs

Labour Costs statistics are produced from an annual survey and a five-yearly supplementary survey which measure the costs incurred by employers that are directly associated with the employment of labour. Costs covered in the annual survey are: gross wages and salaries; termination payments; superannuation; workers' compensation; payroll tax; fringe benefits; and fringe benefits tax. The supplementary survey collects additional information on hours paid and the components of earnings such as annual, sick and other leave; public holidays; leave loading; and infrequent bonuses. Both surveys were run for the financial year 1991-92.

The average labour cost for each hour worked in 1991-92 was \$20.89. Of this, \$15.59 was paid for time actually worked and \$5.30 was paid in on-costs (ie. labour costs other than payments for time worked). The largest contributors to on-costs were paid leave (\$1.43), superannuation (\$1.02) and payroll tax (\$0.73).

Industries with the highest costs per hour worked were Mining (\$33.80) and Electricity, gas and water (\$27.04). Lowest costs per hour worked were recorded in the Recreation, personal and other services industry (\$15.62) and Wholesale and retail trade industry (\$16.64).

Labour costs per employee rose by 3.5 per cent from 1990-91 to 1991-92. Private sector costs were up 2.7 per cent compared to 6.1 per cent in the public sector. All components of labour costs per employee rose, except for workers' compensation costs. These fell by 5.8 per cent in the private sector and 3.6 per cent in the public sector. Superannuation, payroll tax and fringe benefits tax all increased at a higher rate than employee earnings.

The Mining industry and the Transport, storage and Communication industries (combined) recorded the greatest increases from 1990-91 to 1991-92, with the costs per employee rising 9.4 per cent. The main contributor to this increase in these industries was superannuation, up 15 per cent and 29 per cent respectively. The Wholesale and retail trade industry recorded a decrease in average labour costs per employee, dropping 1.6 per cent to \$23,137, due mainly to a fall in employee earnings of 1.8 per cent.

The dramatic increase in recent years in the proportion of private sector employees covered by superannuation slowed in 1991-92. Coverage rose to 70 per cent from 68 per cent in 1990-91. Across both sectors, 77 per cent of employees were covered by superannuation in 1991-92.

The total cost of superannuation in the private sector rose from \$2,969m in 1987-88 to \$4,849m in 1991-92. Costs per employee rose from \$707 to \$1,196 over the same period. Public sector costs of superannuation in 1991-92 were \$7,147m, made up of \$3,840m paid from individual agencies, and \$3,307m from consolidated revenue funds.

From 1990-91 to 1991-92 State government revenue from payroll tax paid by private sector employers increased 4.1 per cent to \$4,154m. As payroll tax is levied above a prescribed payroll threshold in each State, the incidence of payroll tax increases with the size of the employer. Only 5.3 per cent of employers in the 0-19 employees size group paid payroll tax in 1991-92. The incidence of employers with 100 or more employees paying payroll tax was 89 per cent. Most of those not paying payroll tax in this group would be exempt employers.

Total hours paid per employee in 1991-92 were highest for employers with 100 employees or more at 1,720 hours compared to 1,588 hours for employers with fewer than 20. This increase was consistent through all components of labour costs. For example, employers with 100 or more employees paid for 124 hours of annual leave per employee, whereas smaller businesses with less than 20 employees paid for 73 hours.

In the private sector, total hours worked in 1991-92 were 1,483 per employee. The public sector showed similar results, with 1,485 hours worked per employee. Total hours paid but not worked, however, were significantly higher in the public sector (265 hours) than the private sector (161 hours). Paid leave hours per employee in the private sector were 92 compared to 124 hours for the public sector. Similar variations were found for sick leave and other leave hours.

Industry comparisons of hours of paid leave show considerable variation. The industries with the highest hours of paid leave were Electricity, gas and water (221 hours) and Mining (208 hours). In contrast, only 64 hours of paid leave were recorded on average for employees in the Recreation, personal and other services industry. These variations predominantly reflect relative employment conditions and the proportion of casual employees within industries.

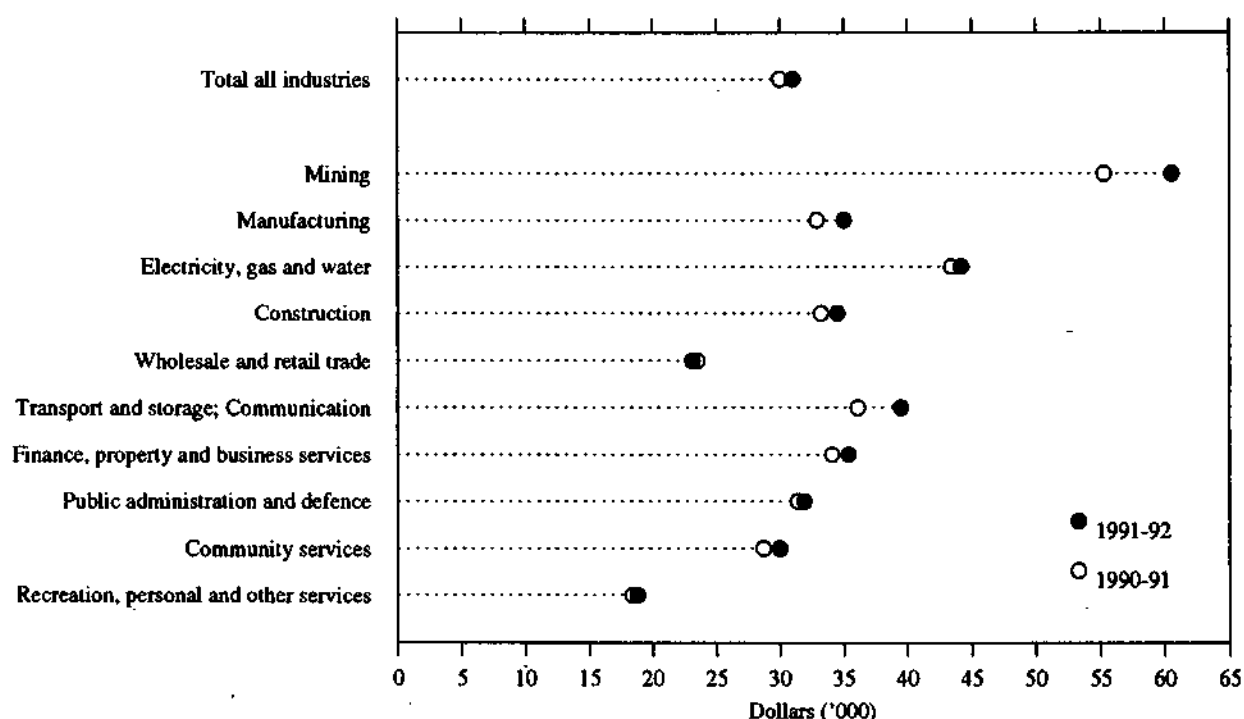
In the private sector, permanent employees received the equivalent of 9.0 public holidays. By comparison, public sector permanent employees received 9.8 days, reflecting the additional public sector holidays available to most employees.

TABLE 6.9. LABOUR COSTS PER HOUR WORKED AND PERCENTAGE DISTRIBUTION, BY TYPE OF LABOUR COST, SECTOR, AUSTRALIA, 1991-92

	<i>Private</i>		<i>Public</i>		<i>Total</i>	
	<i>Cost per hour worked (\$)</i>	<i>Percentage of total costs</i>	<i>Cost per hour worked (\$)</i>	<i>Percentage of total costs</i>	<i>Cost per hour worked (\$)</i>	<i>Percentage of total costs</i>
<i>Earnings</i>	17.46	89.50	21.30	88.0	18.59	89.0
<i>Payments for time worked</i>	14.92	76.5	17.19	71.0	15.59	74.6
<i>Other earnings</i>	2.54	13.0	4.11	17.0	3.0	14.4
Annual leave	0.87	4.5	1.54	6.4	1.07	5.1
Sick leave	0.17	0.9	0.43	1.8	0.25	1.2
Other leave	0.06	0.3	0.25	1.0	0.11	0.5
Public holidays	0.41	2.1	0.64	2.6	0.48	2.3
Annual leave loading	0.13	0.7	0.21	0.9	0.15	0.7
Infrequent bonuses	0.11	0.5	0.02	0.1	0.08	0.4
Termination payments	0.41	2.1	0.84	3.5	0.54	2.6
Fringe benefits	0.38	1.9	0.19	0.8	0.32	1.5
<i>Other labour costs</i>	2.05	10.5	2.90	12.0	2.30	11.0
Superannuation(a)	0.81	4.1	1.54	6.4	1.02	4.9
Payroll tax	0.69	3.5	0.83	3.4	0.73	3.5
Workers' compensation	0.38	1.9	0.43	1.8	0.40	1.9
Fringe benefits tax	0.18	0.9	0.90	0.4	0.15	0.7
Total labour cost	19.52	100.0	24.20	100.0	20.89	100.0
<i>Of which – on-costs(b)</i>	4.60	23.5	7.01	29.0	5.30	25.4

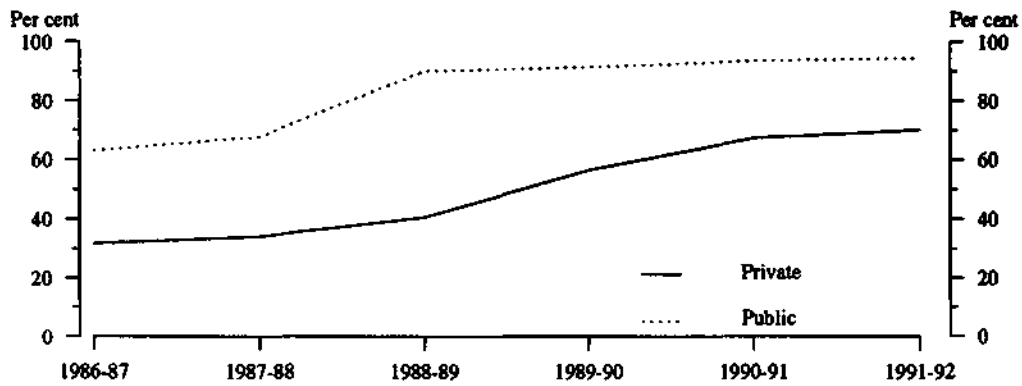
(a) Superannuation amounts shown in the public sector are those amounts that are met from the annual budgets of individual agencies. (b) On-costs comprises Other labour costs and Other earnings.

Source: *Labour Costs, Australia* (6348.0).

CHART 6.7. AVERAGE LABOUR COSTS PER EMPLOYEE BY INDUSTRY, AUSTRALIA 1990-91 AND 1991-92

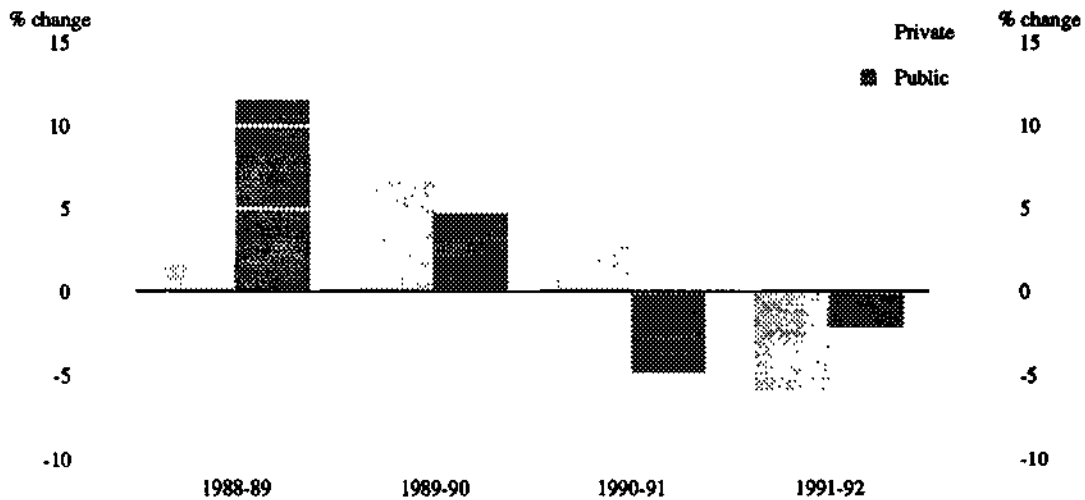
Source: *Labour Costs, Australia* (6348.0).

**CHART 6.8. SUPERANNUATION COVERAGE BY SECTOR, AUSTRALIA
1986-87 TO 1991-92**



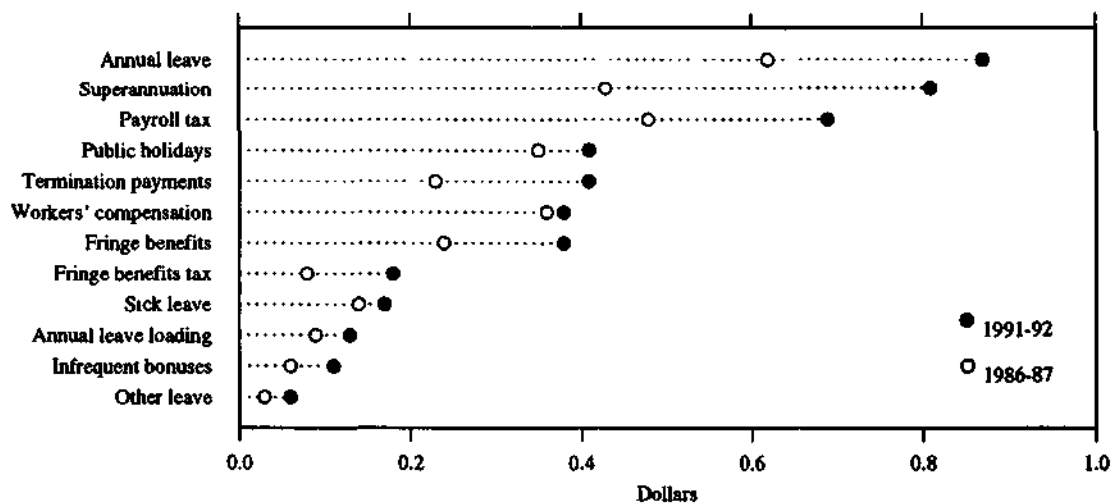
Source: Labour Costs, Australia (6348.0).

**CHART 6.9. WORKERS' COMPENSATION COSTS PER EMPLOYEE
Annual Percentage Change 1988-89 to 1991-92**



Source: Labour Costs, Australia (6348.0).

**CHART 6.10. ON-COSTS PER HOUR WORKED, PRIVATE SECTOR, AUSTRALIA
1986-87 AND 1991-92**



Source: Labour Costs, Australia (6348.0).

TABLE 6.10. LABOUR COSTS: TYPE OF LABOUR COST, INDUSTRY, AUSTRALIA, 1991-92

Industry	Earnings		Other labour costs				Total labour costs
	Payments for time worked	Other earnings	Super-annuation(a)	Payroll tax	Workers' compensation	Fringe benefits tax	
COSTS PER HOUR WORKED (\$)							
Mining	24.22	5.17	1.55	1.64	0.79	0.43	33.80
Manufacturing	15.18	2.87	0.79	0.91	0.60	0.13	20.48
Electricity, gas and water	17.61	4.77	2.45	1.38	0.72	0.12	27.04
Construction	15.11	2.65	1.30	0.60	0.63	0.12	20.40
Wholesale and retail trade	13.11	1.97	0.57	0.58	0.27	0.14	16.64
Transport and storage; Communication	16.50	3.73	1.98	1.05	0.54	0.10	23.90
Finance, property and business services	16.48	3.72	1.26	0.92	0.18	0.43	23.00
Public administration and defence	16.08	3.19	1.08	0.26	0.39	0.07	21.07
Community services	17.16	3.44	0.97	0.58	0.35	0.04	22.55
Recreation, personal and other services	12.97	1.41	0.53	0.40	0.24	0.06	15.62
Total all industries	15.59	3.00	1.02	0.73	0.40	0.15	20.89
AVERAGE COSTS PER EMPLOYEE (\$)							
Mining	43,354	9,254	2,773	2,944	1,415	764	60,504
Manufacturing	25,981	4,903	1,345	1,565	1,028	217	35,038
Electricity, gas and water	28,789	7,796	4,003	2,253	1,173	189	44,203
Construction	25,586	4,481	2,201	1,010	1,063	206	34,546
Wholesale and retail trade	18,227	2,738	796	805	373	197	23,137
Transport and storage; Communication	27,287	6,174	3,272	1,729	899	167	39,527
Finance, property and business services	25,386	5,734	1,944	1,422	280	669	35,435
Public administration and defence	24,319	4,825	1,632	393	584	109	31,862
Community services	22,826	4,580	1,296	774	470	48	29,994
Recreation, personal and other services	15,635	1,706	635	484	290	77	18,827
Total all industries	23,126	4,455	1,516	1,086	586	225	30,995
TOTAL COSTS (\$ million)							
Mining	2,986	637	191	203	97	53	4,167
Manufacturing	23,337	4,404	1,208	1,405	923	195	31,472
Electricity, gas and water	2,908	787	404	228	118	19	4,465
Construction	6,556	1,148	564	259	272	53	8,852
Wholesale and retail trade	21,203	3,185	926	937	434	229	26,915
Transport and storage; Communication	11,426	2,585	1,370	724	376	70	16,551
Finance, property and business services	20,483	4,627	1,569	1,147	226	540	28,592
Public administration and defence	7,816	1,551	524	126	188	35	10,241
Community services	29,505	5,920	1,675	1,000	608	62	38,771
Recreation, personal and other services	6,308	688	256	195	117	31	7,595
Total all industries	132,527	25,532	8,689	6,224	3,360	1,287	177,620

(a) Superannuation includes only those amounts met from the annual budgets of individual agencies.

Source: Labour Costs, Australia (6348.0).

Employment Benefits

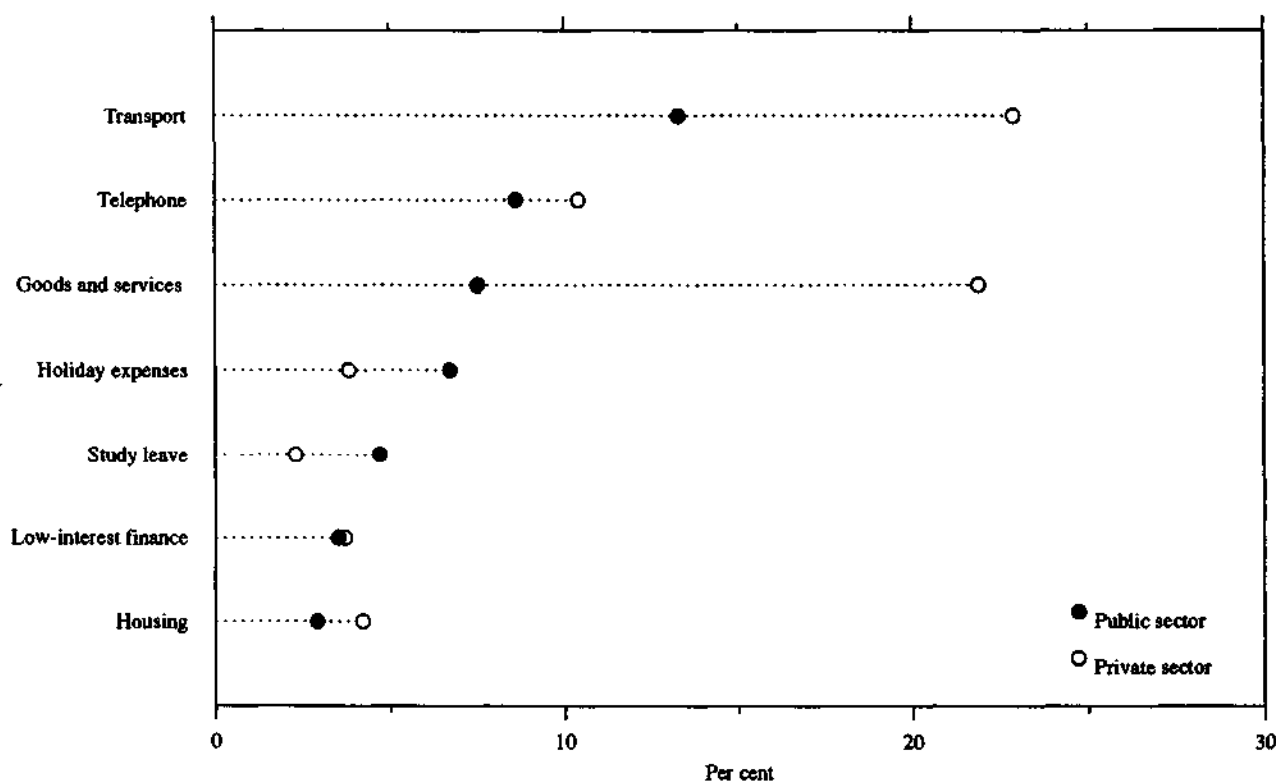
The proportion of employees working full time in their main job, (excluding persons attending school) who received one or more employment benefits shows little variation since August 1990 with 97 per cent reporting receiving at least one benefit in August 1992. For part-time employees, the proportion who received one or more benefits has increased from 61 per cent in August 1990 to 71 per cent in August 1992.

Specific benefits to have increased over this period for employees working full time in their main job include:

- **Superannuation:** The proportion of employees in receipt of a superannuation benefit has continued to increase. In July 1991 the proportion of such employees was 80 per cent and by August 1992 it had risen to 88 per cent. For part time employees, the proportion was 54 per cent in August 1992 compared to 42 per cent in July 1991.
- **Goods and services:** The proportion of employees receiving a goods and services benefit has increased from 17 per cent in August 1990 to 18 per cent in August 1992.

Public sector employees who worked full time in their main job had a higher incidence of the most common employment benefits (standard benefits) than their private sector counterparts. These common benefits include holiday leave (98% and 89% respectively), sick leave (98% and 88%), long-service leave (95% and 71%) and superannuation (95% and 85%). Private sector employees who worked full time in their main job were more likely to have received a special benefit (ie benefits other than leave and superannuation). Included amongst these were goods and services (22% for private sector employees and 7.5% for public sector employees) and transport (23% and 13% respectively).

CHART 6.11. PROPORTION OF FULL-TIME EMPLOYEES IN MAIN JOB RECEIVING SELECTED BENEFITS AND SECTOR, AUSTRALIA, AUGUST 1992



Source: *Employment Benefits, Australia* (6334.0).

TABLE 6.11. EMPLOYEES IN MAIN JOB: TYPE OF BENEFIT RECEIVED AND FULL-TIME EMPLOYEES IN MAIN JOB AND PART-TIME EMPLOYEES IN MAIN JOB, AUSTRALIA, AUGUST 1990 TO AUGUST 1992

Type of benefit received	August 1990(a)	July 1991	August 1992	
FULL-TIME EMPLOYEES IN MAIN JOB				
Total	5,189.6	—'000— 4,917.2	4,767.4	(per cent) 100.0
		—per cent—		
Superannuation	59.5	79.9	4,197.6	88.0
Holiday leave	92.8	92.0	4,362.9	91.5
Sick leave	92.1	91.5	4,343.1	91.1
Long-service leave	77.8	77.7	3,739.5	78.4
Goods and services	16.8	17.1	840.8	17.6
Transport	20.5	20.5	957.8	20.1
Telephone	10.0	10.2	470.1	9.9
Holiday expenses	4.5	4.7	222.2	4.7
Medical	4.2	4.4	186.6	3.9
Housing	3.9	3.7	180.3	3.8
Low-interest finance	3.1	3.6	172.1	3.6
Study leave	2.6	3.1	144.2	3.0
Shares	3.1	3.3	161.6	3.4
Union dues/prof. association	3.1	3.7	163.3	3.4
Electricity	2.3	2.4	125.7	2.6
Entertainment allowance	2.5	2.1	108.5	2.3
Club fees	1.9	2.2	88.4	1.9
Child care/education expenses	0.3	0.3	13.9	0.3
No benefits	3.0	2.9	122.7	2.6
PART-TIME EMPLOYEES IN MAIN JOB				
Total	1,215.3	—'000— 1,253.3	1,408.7	(per cent) 100.0
		—per cent—		
Superannuation	24.9	42.3	761.9	54.1
Holiday leave	32.5	33.0	460.3	32.7
Sick leave	32.6	33.2	471.2	33.4
Long-service leave	25.2	25.3	369.7	26.2
Goods and services	17.5	19.3	270.2	19.2
Transport	5.8	5.4	78.9	5.6
Telephone	3.5	3.3	51.3	3.6
Holiday expenses	1.0	1.0	12.4	0.9
Medical	1.0	1.1	15.9	1.1
Housing	1.0	1.0	14.3	1.0
Low-interest finance	0.8	0.9	12.9	0.9
Study leave	1.7	2.4	33.0	2.3
Shares	0.8	0.7	13.3	0.9
Union dues/prof. association	0.6	0.8	7.6	0.5
Electricity	0.9	1.1	19.8	1.4
Entertainment allowance	0.1	*0.1	*2.4	*0.2
Club fees	*0.3	0.3	3.7	0.3
Child care/education expenses	*0.2	*0.2	*2.6	*0.2
No benefits	39.0	33.6	407.6	28.9
TOTAL				
Total	6,404.9	—'000— 6,170.4	6,176.1	(per cent) 100.0
		—per cent—		
Superannuation	52.9	72.2	4,959.4	80.3
Holiday leave	81.3	80.0	4,823.2	78.1
Sick leave	80.8	79.7	4,814.3	77.9
Long-service leave	67.8	67.1	4,109.3	66.5
Goods and services	17.0	17.6	1,111.0	18.0
Transport	17.7	17.4	1,036.7	16.8
Telephone	8.8	8.8	521.4	8.4
Holiday expenses	3.8	4.0	234.6	3.8
Medical	3.5	3.7	202.5	3.3
Housing	3.3	3.2	194.6	3.2
Low-interest finance	2.6	3.1	185.1	3.0
Study leave	2.4	3.0	177.2	2.9
Shares	2.7	2.8	174.9	2.8
Union dues/prof. association	2.6	3.1	170.9	2.8
Electricity	2.0	2.1	145.5	2.4
Entertainment allowance	2.0	1.7	110.9	1.8
Club fees	1.6	1.8	92.1	1.5
Child care/education expenses	0.3	0.3	16.6	0.3
No benefits	9.8	9.2	530.3	8.6

(a) The August 1990 survey excluded all persons aged 70 and over.

Source: Employment Benefits, Australia (6334.0).

CHAPTER 7

HOURS OF WORK

The ABS Monthly Labour Force Survey provides the principal source of information about actual, average and aggregate hours worked by employed persons. Hours worked data from this survey are provided for males and females, full-time and part-time employed persons, and by broad industry group.

In addition to the statistics on hours worked collected in the Labour Force Survey, data on hours paid for are collected from surveys of employers. Information on overtime hours paid for is presented in this chapter.

Hours of work

Average hours of work were slightly lower in August 1992 than in August 1982, although there was some variability over the ten-year period. The average weekly hours worked declined from 35.8 hours in August 1982 to 35.4 hours in August 1992, although over the same period the average hours worked by full-time workers increased (39.9 hours per week in August 1982 compared with 41.8 hours per week in August 1992). The average weekly hours worked by part-time workers has decreased to 15.4 hours in August 1992 from 15.7 hours in August 1982.

Average hours of work were higher for males than females. For female full-time workers the average weekly hours worked were 39.2 hours in August 1992, compared with 40.0 hours for male full-time workers.

TABLE 7.1. HOURS WORKED BY EMPLOYED PERSONS, AUSTRALIA, AUGUST 1982 AND AUGUST 1992 ('000)

	Females				Persons
	Males	Not Married	Married	Total	
AUGUST 1982					
Weekly hours worked—					
0	213.3	49.9	78.5	128.4	341.8
1-15	130.1	128.4	287.7	416.1	546.2
16-29	224.7	97.7	288.5	386.2	610.9
30-34	299.1	83.3	120.9	204.1	503.2
35-39	616.9	194.9	195.5	390.4	1,007.3
40	1,176.5	288.6	254.8	543.4	1,719.9
41-44	252.2	50.1	38.3	88.4	340.6
45-48	358.7	34.9	35.1	70.0	428.6
49 and over	752.9	46.1	81.8	127.9	880.9
Total	4,024.3	973.8	1,381.2	2,355.0	6,379.3
AUGUST 1992(a)					
Weekly hours worked—					
0	206.3	52.4	91.7	144.1	350.5
1-15	268.2	262.2	421.3	683.4	951.6
16-29	283.5	155.0	431.5	586.5	870.0
30-34	304.3	104.1	194.0	298.1	602.3
35-39	718.4	245.4	313.6	559.0	1,277.4
40	868.9	200.7	252.8	453.5	1,322.4
41-44	242.6	57.1	65.5	122.6	365.2
45-48	399.1	58.5	80.1	138.7	537.8
49 and over	1,142.1	93.5	166.4	259.9	1,402.1
Total	4,433.4	1,228.9	2,016.9	3,245.8	7,679.3

(a) Estimates are based on a revised definition introduced in April 1986. See the Technical Notes for further information.

Source: *The Labour Force, Australia* (6203.0).

TABLE 7.2. EMPLOYED PERSONS: AGGREGATE AND AVERAGE WEEKLY HOURS WORKED, AUSTRALIA, AUGUST 1982 TO AUGUST 1992

August	Aggregate weekly hours worked (million)			Average weekly hours worked				Total
	Full-time workers	Part-time workers	Total	Full-time workers	Part-time workers	Wage and salary earners	Other(a)	
MALES								
1982	154.7	4.0	158.7	40.9	16.7	37.9	46.7	39.4
1983	150.4	4.0	154.4	41.0	16.7	37.9	47.1	39.6
1984	156.8	3.9	160.8	41.6	16.1	38.4	46.8	40.0
1985	159.4	4.1	163.5	41.3	16.2	38.1	47.0	39.8
1986(b)	163.3	4.3	167.7	41.6	15.4	38.4	46.5	39.9
1987	165.5	4.9	170.4	41.8	15.3	38.3	46.6	39.8
1988	173.2	4.6	177.8	42.5	15.0	39.1	47.2	40.6
1989	181.1	5.1	186.2	42.9	14.4	39.5	46.3	40.7
1990	179.9	5.4	185.3	42.6	14.8	39.4	45.1	40.4
1991	170.6	6.1	176.6	42.3	14.9	38.6	45.0	39.8
1992	170.5	6.9	177.4	43.0	14.9	38.9	44.8	40.0
FEMALES								
1982	56.3	13.1	69.4	37.4	15.4	29.5	29.2	29.5
1983	56.5	13.1	69.6	38.0	15.4	29.7	30.3	29.8
1984	59.0	14.3	73.2	38.1	15.8	29.9	29.9	29.9
1985	60.5	15.1	75.7	37.7	15.8	29.4	30.2	29.5
1986(b)	63.8	15.9	79.7	37.8	15.5	29.5	28.7	29.4
1987	64.8	17.2	82.0	37.9	15.6	29.2	28.4	29.1
1988	68.7	18.3	87.1	38.2	15.6	29.5	28.0	29.3
1989	73.2	19.7	93.0	38.7	15.6	29.5	29.0	29.5
1990	75.4	20.2	95.6	38.8	15.6	29.7	28.3	29.5
1991	73.6	20.4	94.0	38.6	15.5	29.2	29.0	29.2
1992	72.2	21.9	94.1	39.2	15.6	29.0	28.8	29.0
PERSONS								
1982	210.9	17.2	228.1	39.9	15.7	34.7	41.5	35.8
1983	206.8	17.1	223.9	40.2	15.7	34.7	42.1	35.9
1984	215.8	18.2	234.0	40.6	15.9	35.1	42.0	36.2
1985	220.0	19.3	239.2	40.3	15.9	34.7	41.9	35.8
1986(b)	227.1	20.2	247.4	40.5	15.5	34.7	40.7	35.8
1987	230.3	22.1	252.4	40.6	15.5	34.6	40.8	35.6
1988	241.9	22.9	264.8	41.2	15.5	35.1	40.9	36.0
1989	254.3	24.8	279.2	41.6	15.3	35.3	40.7	36.1
1990	255.2	25.6	280.8	41.4	15.4	35.2	39.5	35.9
1991	244.2	26.5	270.7	41.1	15.3	34.5	39.6	35.3
1992	242.7	28.8	271.5	41.8	15.4	34.6	39.4	35.4

(a) Comprises employers, self-employed persons and unpaid family helpers. (b) Estimates from August 1986 are based on a revised definition introduced in April 1986. See the Technical Notes for further information.

Source: *The Labour Force, Australia* (6203.0).

TABLE 7.3. AVERAGE WEEKLY HOURS WORKED: EMPLOYED PERSONS BY INDUSTRY, AUSTRALIA, AUGUST 1982 TO AUGUST 1992

Industry	August										
	1982	1983	1984	1985	1986(a)	1987	1988	1989	1990	1991	1992
MALES											
Agriculture, forestry, fishing and hunting	47.9	48.0	47.8	48.0	48.6	48.2	48.0	46.0	47.3	47.4	46.4
Mining	38.7	37.2	36.9	39.2	38.6	38.6	41.5	42.2	42.1	40.6	41.6
Manufacturing	38.5	38.4	39.4	39.1	39.5	39.3	40.5	40.9	40.9	39.4	40.5
Electricity, gas and water	35.3	35.3	35.5	34.5	35.0	35.5	33.8	36.4	35.6	36.3	36.0
Construction	38.1	37.9	38.9	38.7	38.3	39.2	40.4	40.9	38.7	38.5	38.5
Wholesale and retail trade	40.8	41.5	41.6	41.3	41.5	40.9	41.2	41.0	40.7	40.2	40.1
Transport and storage	39.3	39.3	39.7	40.4	39.9	39.5	40.3	40.9	41.3	41.1	41.0
Communication	33.9	33.5	33.7	35.7	34.1	34.5	34.4	36.5	35.3	35.4	35.5
Finance, property and business services	38.7	39.7	40.7	40.2	40.4	40.5	42.0	42.0	41.2	40.8	41.7
Public administration and defence	35.2	35.5	36.2	34.8	35.4	35.6	36.2	36.2	37.4	35.4	36.9
Community services	38.9	39.2	39.1	37.9	38.4	38.5	39.2	39.4	39.1	38.9	38.8
Recreation, personal and other services	41.1	39.4	39.9	39.1	39.6	39.2	38.9	39.0	38.6	37.1	37.5
Total employed	39.4	39.5	40.0	39.8	39.9	39.8	40.6	40.7	40.4	39.8	40.0
MARRIED FEMALES											
Agriculture, forestry, fishing and hunting	26.3	28.8	27.5	27.4	27.9	29.3	26.6	26.5	28.1	29.2	27.1
Mining	32.5	37.9	30.2	28.5	34.5	32.5	34.4	32.9	36.2	38.7	30.6
Manufacturing	31.7	32.1	32.4	31.0	31.6	31.9	32.1	32.5	32.0	31.3	32.9
Electricity, gas and water	35.6	30.7	26.5	27.7	29.4	30.5	27.0	31.6	27.9	33.2	31.7
Construction	18.1	19.1	18.3	18.5	17.9	17.7	18.8	17.7	18.3	17.9	18.3
Wholesale and retail trade	29.1	29.4	29.5	29.7	29.5	29.0	28.7	28.8	29.5	29.2	29.4
Transport and storage	26.0	24.1	28.9	27.0	26.7	25.3	27.0	28.8	28.1	27.1	29.7
Communication	27.0	28.1	29.8	28.4	28.1	27.9	30.1	31.1	29.5	28.9	30.7
Finance, property and business services	26.1	27.6	28.9	27.0	27.0	27.6	28.2	28.8	28.5	28.9	28.2
Public administration and defence	28.3	28.5	28.3	27.6	28.6	28.3	29.5	28.2	29.5	28.9	30.5
Community services	27.3	27.4	27.4	26.9	27.2	26.9	27.5	27.3	27.7	28.0	27.9
Recreation, personal and other services	26.4	25.5	26.7	28.5	27.8	27.4	27.5	28.1	28.7	27.3	27.5
Total employed	27.8	28.2	28.5	28.0	28.0	28.0	28.2	28.3	28.6	28.5	28.6
ALL FEMALES											
Agriculture, forestry, fishing and hunting	27.4	29.7	28.7	29.2	28.5	29.2	27.3	26.8	28.3	29.8	27.9
Mining	34.7	36.8	32.3	30.8	34.9	33.3	37.2	35.1	35.1	39.2	32.1
Manufacturing	32.8	33.1	33.5	32.2	32.7	33.1	33.0	33.4	32.9	32.1	33.4
Electricity, gas and water	33.3	31.4	32.2	30.7	31.9	33.1	30.0	31.6	31.8	33.8	32.9
Construction	21.2	21.5	21.2	21.6	20.0	20.1	21.1	20.6	21.3	19.7	20.1
Wholesale and retail trade	28.7	28.9	28.5	28.9	28.7	27.7	27.5	27.7	27.8	27.0	27.0
Transport and storage	29.8	29.8	32.8	29.9	30.0	29.3	30.3	31.9	31.6	30.9	31.6
Communication	29.1	29.7	30.5	31.2	30.3	28.2	29.8	31.6	30.3	30.5	32.5
Finance, property and business services	29.7	30.5	31.1	30.5	30.0	30.6	31.3	31.8	31.1	31.2	30.2
Public administration and defence	30.3	30.6	31.1	29.9	30.9	30.6	31.3	30.7	31.4	30.5	31.1
Community services	29.9	30.1	29.9	29.3	29.3	29.1	29.5	29.2	29.6	29.6	29.5
Recreation, personal and other services	27.2	26.3	27.8	28.4	27.7	27.4	27.6	28.3	28.0	27.0	26.6
Total employed	29.5	29.8	29.9	29.5	29.4	29.1	29.3	29.5	29.5	29.2	29.0
PERSONS											
Agriculture, forestry, fishing and hunting	42.7	43.7	43.2	43.0	43.0	43.1	42.0	40.5	41.9	42.3	40.9
Mining	38.3	37.2	36.5	38.4	38.3	38.1	41.2	41.5	41.4	40.5	40.7
Manufacturing	37.1	37.1	37.9	37.3	37.6	37.7	38.5	38.8	38.8	37.4	38.6
Electricity, gas and water	35.2	35.0	35.2	34.2	34.7	35.3	33.5	36.0	35.2	36.0	35.6
Construction	36.5	36.1	37.1	36.6	35.9	36.8	38.0	38.3	36.5	36.2	36.1
Wholesale and retail trade	35.6	36.0	35.9	36.0	35.9	35.1	35.1	34.9	34.9	34.3	34.1
Transport and storage	37.8	37.9	38.6	38.8	38.2	37.7	38.3	39.1	39.3	39.0	39.2
Communication	32.7	32.6	32.9	34.6	33.1	32.9	33.2	35.2	34.0	33.9	34.5
Finance, property and business services	34.5	35.3	36.2	35.8	35.4	35.8	36.7	37.1	36.2	36.1	36.1
Public administration and defence	33.6	33.9	34.5	33.0	33.8	33.7	34.4	34.0	34.9	33.3	34.8
Community services	33.3	33.5	33.2	32.4	32.7	32.4	32.9	32.8	32.9	32.8	32.7
Recreation, personal and other services	33.1	31.9	33.4	33.1	32.9	32.5	32.4	32.9	32.6	31.4	31.4
Total employed	35.8	35.9	36.2	35.8	35.8	35.6	36.0	36.1	35.9	35.3	35.4

(a) Estimates from August 1986 are based on a revised definition introduced in April 1986. See the Technical Notes for further information.

Source: The Labour Force, Australia (6203.0).

TABLE 7.4. HOURS PAID PER EMPLOYEE: STATES AND TERRITORIES, INDUSTRY, EMPLOYER SIZE AND SECTOR, 1991-92
(number of hours per employee)

	Hours paid but not worked						Total hours paid
	Hours worked	Annual leave	Sick leave	Other leave	Public holidays	Total	
<i>States/Territories—</i>							
New South Wales	1,502	104	28	11	45	188	1,690
Victoria	1,479	113	28	11	54	206	1,685
Queensland	1,462	99	22	8	41	170	1,632
South Australia	1,477	104	26	10	44	185	1,661
Western Australia	1,474	113	24	13	54	203	1,677
Tasmania	1,461	106	25	10	51	192	1,653
Northern Territory	1,481	129	24	9	50	212	1,693
Australian Capital Territory	1,503	103	31	16	56	205	1,708
<i>Industry—</i>							
Mining	1,790	153	38	17	62	270	2,060
Manufacturing	1,711	117	30	9	57	213	1,924
Electricity, gas and water	1,635	140	53	28	71	292	1,927
Construction	1,693	99	23	9	58	189	1,883
Wholesale and retail trade	1,390	74	15	4	37	129	1,520
Transport, storage and communication	1,654	129	42	15	58	243	1,897
Finance, property and business services	1,541	102	24	7	54	188	1,728
Public administration and defence	1,512	112	40	22	63	238	1,750
Community services	1,330	136	31	18	45	229	1,559
Recreation, personal and other services	1,206	52	10	2	20	84	1,290
<i>Employer size—</i>							
0-19 employees	1,464	73	11	2	39	125	1,588
20-99 employees	1,491	97	21	5	44	167	1,657
100 or more employees	1,491	124	35	17	53	229	1,720
<i>Sector—</i>							
Private	1,483	92	20	6	43	161	1,644
Public	1,485	141	42	23	59	265	1,751
Total 1991-92	1,484	106	27	11	48	192	1,675
Total 1986-87	1,535	104	30	11	52	196	1,734

Source: *Labour Costs, Australia* (6348.0).

Overtime

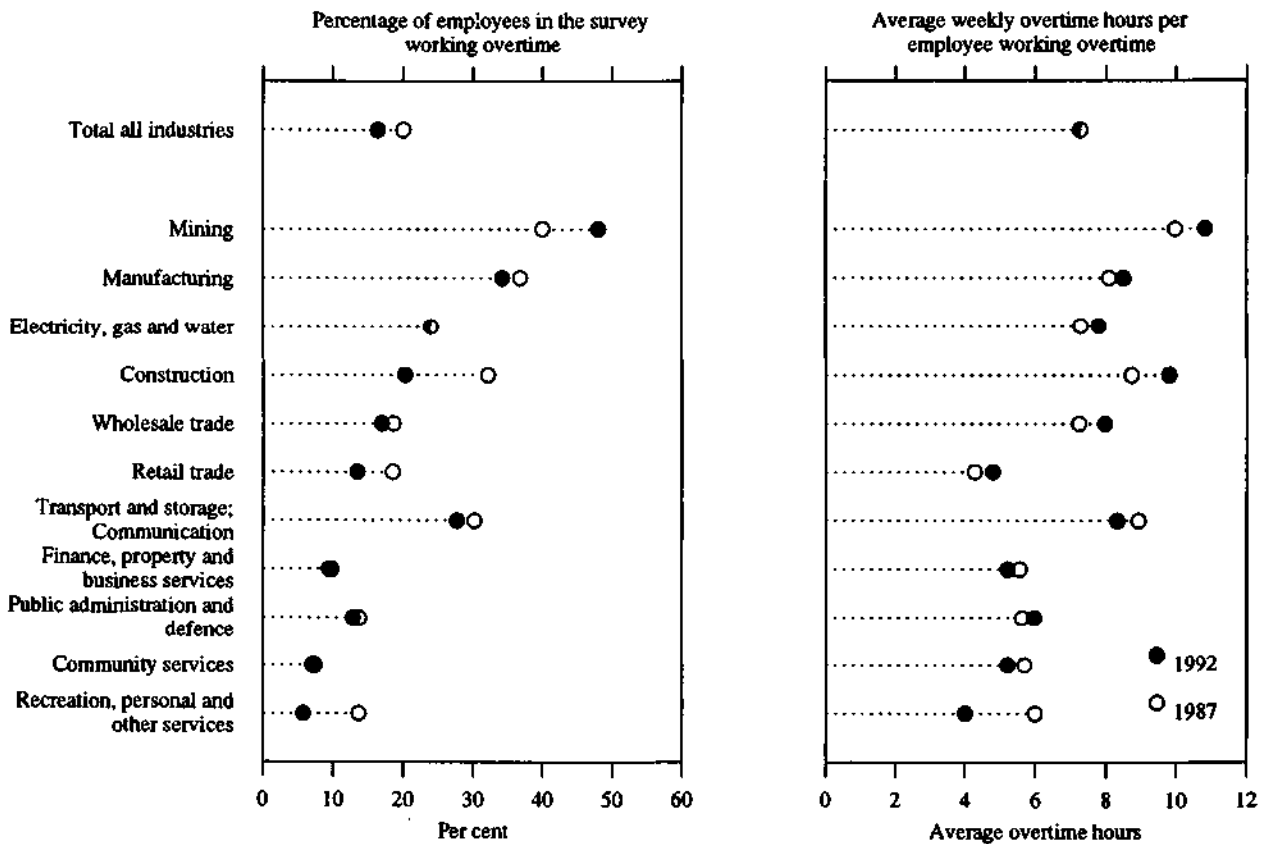
In the five years to November 1992 overtime has fluctuated, reaching a peak in November 1989 followed by a fall for two years to November 1991 then rising slightly in November 1992.

Average weekly overtime hours per employee rose by 10 per cent from 1.46 hours in November 1987 to 1.60 hours in November 1989, fell by 29 per cent to 1.14 hours in November 1991 and then rose by 5 per cent to 1.20 hours in November 1992.

Average weekly overtime hours worked for persons working overtime rose by 7 per cent from 7.27 hours in November 1987 to 7.79 hours in November 1989, fell by 11 per cent to 6.96 hours in November 1991 and then rose by 5 per cent to 7.31 hours in November 1992.

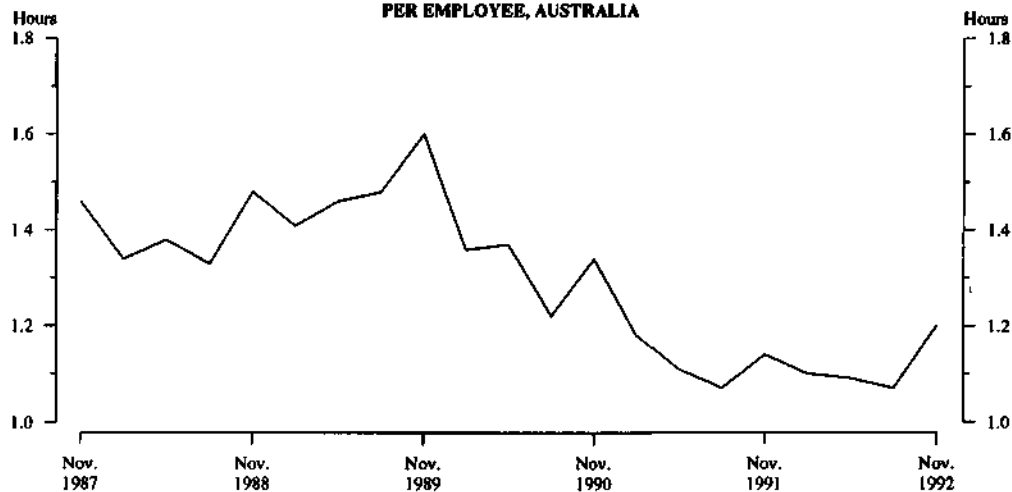
The percentage of employed persons who worked overtime was 20.05 per cent in November 1987, rose to 20.48 per cent in November 1989, fell to 16.31 in November 1991 and then rose to 16.45 in November 1992.

CHART 7.1. OVERTIME HOURS PAID FOR, AUSTRALIA, NOVEMBER 1987 AND NOVEMBER 1992



Source: *Job Vacancies and Overtime, Australia (6354.0)*.

CHART 7.2. AVERAGE WEEKLY OVERTIME HOURS
PER EMPLOYEE, AUSTRALIA



Source: Job Vacancies and Overtime (6354.0)

TABLE 7.5. AVERAGE WEEKLY OVERTIME HOURS PAID FOR: INDUSTRY, AUSTRALIA, NOVEMBER 1987 TO NOVEMBER 1992

Industry	1987	1988	1989	1990	1991	1992
AVERAGE WEEKLY OVERTIME HOURS PER EMPLOYEE IN THE SURVEY						
Mining	4.00	5.66	5.92	5.25	5.44	5.20
Manufacturing	2.99	3.16	3.71	2.69	2.59	2.92
Electricity, gas and water	1.75	1.98	1.85	1.99	1.62	1.89
Construction	2.81	2.27	2.96	3.45	2.08	1.99
Wholesale trade	1.35	1.14	1.41	1.04	1.40	1.35
Retail trade	0.79	0.72	0.77	0.81	0.64	0.64
Transport and storage; Communication	2.70	3.44	2.82	2.55	1.89	2.31
Public administration and defence	0.77	0.88	0.87	0.84	0.80	0.76
Community services	0.40	0.36	0.39	0.42	0.37	0.39
Other(a)	0.64	0.68	0.70	0.53	0.37	0.41
All industries	1.46	1.48	1.60	1.34	1.14	1.20
AVERAGE WEEKLY OVERTIME HOURS PER EMPLOYEE WORKING OVERTIME						
Mining	9.98	12.39	11.51	11.38	10.89	10.82
Manufacturing	8.11	8.63	9.25	8.23	7.93	8.50
Electricity, gas and water	7.30	7.51	7.40	7.91	7.20	7.80
Construction	8.72	7.77	9.50	10.72	9.76	9.80
Wholesale trade	7.24	6.47	7.04	6.25	6.79	7.97
Retail trade	4.27	4.39	4.54	4.96	4.67	4.79
Transport and storage; Communication	8.92	10.34	8.98	8.27	7.05	8.33
Public administration and defence	5.61	6.10	6.04	5.62	5.60	5.96
Community services	5.70	6.22	5.94	5.96	6.05	5.21
Other(a)	5.77	5.48	5.65	5.70	4.83	4.91
All industries	7.27	7.59	7.79	7.44	6.96	7.31
PERCENTAGE OF EMPLOYEES IN THE SURVEY WORKING OVERTIME						
Mining	40.07	45.65	51.45	46.12	49.92	48.06
Manufacturing	36.85	36.59	40.15	32.68	32.69	34.32
Electricity, gas and water	24.00	26.31	25.00	25.14	22.45	24.25
Construction	32.17	29.27	31.12	32.24	21.32	20.28
Wholesale trade	18.64	17.60	19.97	16.67	20.57	16.98
Retail trade	18.49	16.49	17.01	16.26	13.75	13.44
Transport and storage; Communication	30.23	33.26	31.38	30.79	26.77	27.73
Public administration and defence	13.79	14.40	14.46	15.02	14.26	12.79
Community services	7.03	5.82	6.50	7.12	6.07	7.42
Other(a)	11.03	12.11	12.46	9.28	7.71	8.33
All industries	20.05	19.51	20.48	17.98	16.31	16.45

(a) Comprises Finance, property and business services and Recreation, personal and other services.

Source: Job Vacancies and Overtime, Australia (6354.0).

CHAPTER 8

INDUSTRIAL RELATIONS

The ABS produces statistics about industrial disputes, trade union membership, and the coverage of employees by awards, determinations and collective agreements which cover the major aspects of Australian industrial relations.

Industrial Disputes

The industrial disputes statistics presented in this chapter are compiled mainly from data obtained from employers (both private and government) and trade unions concerning individual disputes, and from reports of government authorities. The statistics relate to disputes which involved stoppages of work of ten or more working days at the establishments where the stoppages occurred.

In 1992, a total of 728 disputes were recorded as having been in progress. This continued the trend of decreases in the annual number of disputes since 1984 and is the lowest number of disputes in progress since 1942 (602).

The number of working days lost decreased considerably, falling from 1,610,600 in 1991 to 941,200 in 1992. This is the lowest figure reported for a calendar year since 1967. Of the working days lost in 1992, 579,200 (62%) were lost as a result of a general strike in Victoria on 10 November 1992 and an Australia-wide dispute on 30 November 1992.

In terms of industries, Coal mining continued to record the highest level of working days lost per thousand employees, 2,970 in 1992. This is, however, a sharp decrease from 1991 when the industry reported 4,507.

Of the States, Victoria recorded the highest level of working days lost per thousand employees in 1992, 369. New South Wales reported 85 working days lost per thousand employees, the lowest for this State since the series commenced in 1967.

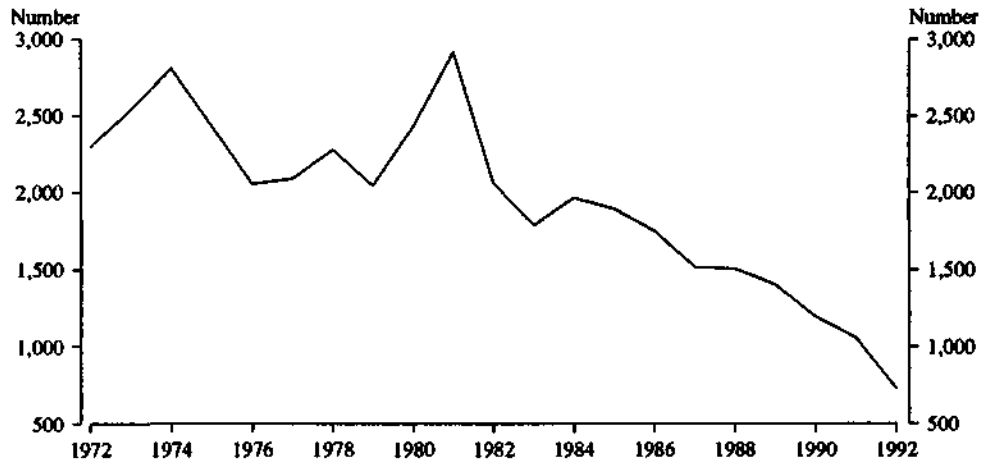
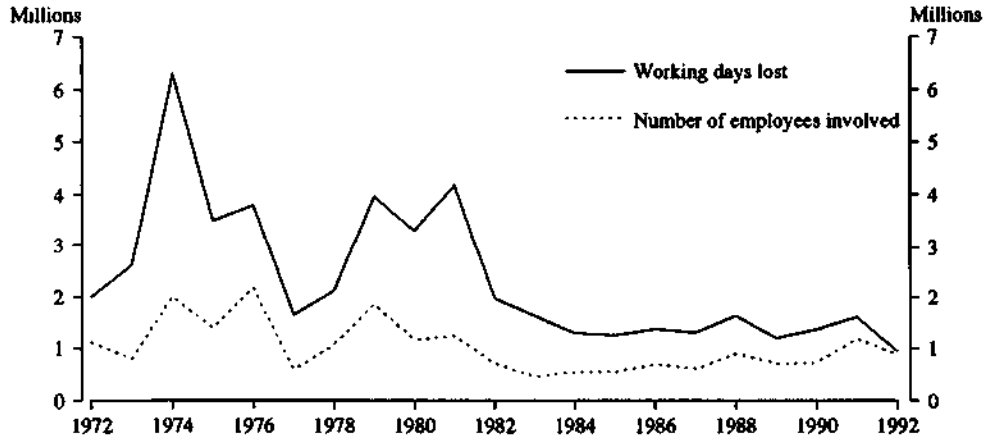
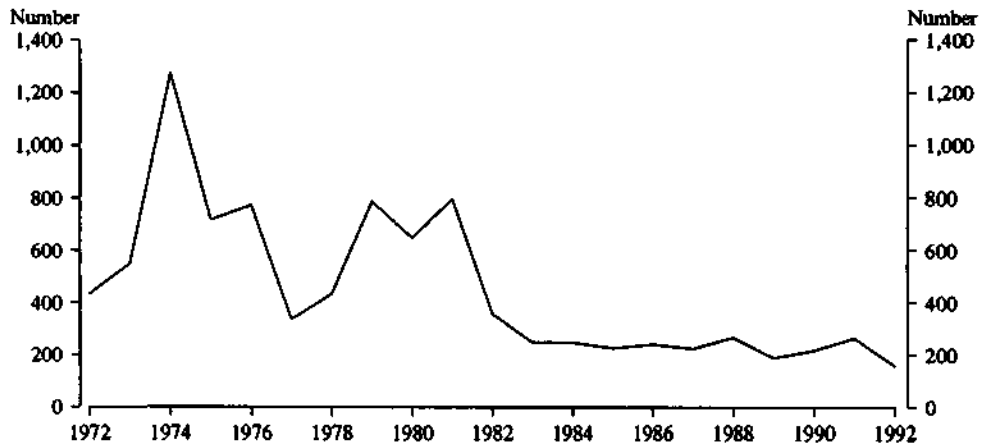
Working days lost per thousand employees dropped from 797 in 1981, to 358 in 1982, and has been below 300 from 1983 to 1992. This low level compares to higher levels experienced in the period 1972 to 1981 with the highest level during that period being 1,273 in 1974. The current rate of 158 represents the lowest reported since the series was first compiled in 1967.

TABLE 8.1. INDUSTRIAL DISPUTES, AUSTRALIA, 1972 TO 1992

Period	Employees involved ('000)								Total working days lost ('000)	Working days lost per thousand employees (b)
	Number of disputes		Directly		Indirectly		Total			
	Commenced during period	Total	Newly involved (a)	Total	Newly involved (a)	Total	Newly involved (a)	Total		
1972	n.a.	2,298	n.a.	1,041.2	n.a.	72.6	n.a.	1,113.8	2,010.3	435
1973	n.a.	2,538	n.a.	758.0	n.a.	45.0	n.a.	803.0	2,634.7	552
1974	n.a.	2,809	n.a.	1,947.1	n.a.	57.8	n.a.	2,004.8	6,292.5	1,273
1975	n.a.	2,432	n.a.	1,343.8	n.a.	54.1	n.a.	1,398.0	3,509.9	717
1976	n.a.	2,055	n.a.	2,137.3	n.a.	52.6	n.a.	2,189.9	3,799.2	773
1977	2,083	2,090	539.0	539.4	56.8	56.8	595.8	596.2	1,654.8	336
1978	2,276	2,277	1,011.9	1,011.9	63.7	63.7	1,075.6	1,075.6	2,130.8	434
1979	2,040	2,042	1,816.7	1,818.0	44.9	44.9	1,861.6	1,862.9	3,964.4	787
1980	2,420	2,429	1,101.8	1,108.6	63.2	64.0	1,165.0	1,172.6	3,319.7	649
1981	2,887	2,915	1,147.9	1,170.6	76.5	76.6	1,224.5	1,247.2	4,189.3	797
1982	2,045	2,060	654.2	680.6	24.2	25.5	678.4	706.1	1,980.4	358
1983	1,779	1,787	427.4	444.9	25.4	25.4	452.8	470.2	1,641.4	249
1984	1,958	1,965	520.0	529.2	31.1	31.1	551.1	560.3	1,307.4	248
1985	1,876	1,895	524.5	542.3	28.2	28.2	552.7	570.5	1,256.2	228
1986	1,747	1,754	653.8	671.6	20.1	20.1	673.9	691.7	1,390.7	242
1987	1,512	1,517	574.9	590.3	18.5	18.5	593.4	608.8	1,311.9	223
1988	1,502	1,508	883.6	884.1	10.3	10.3	893.9	894.4	1,641.4	269
1989	1,391	1,402	695.3	698.6	11.2	11.2	706.4	709.8	1,202.4	190
1990	1,189	1,193	721.9	725.9	4.0	4.0	725.9	729.9	1,376.5	217
1991	1,032	1,036	1,173.5	1,176.2	5.4	5.4	1,178.9	1,181.6	1,610.6	265
1992	726	728	867.6	867.8	3.8	3.8	871.3	871.5	941.2	158

(a) Comprises workers involved in disputes that commenced during the period and additional workers involved in disputes that continued from previous periods. (b) The estimates of employees used in the calculation changed in 1980 and 1987. See the Technical Notes for further details. (c) The method of counting the number of disputes changed in September 1991. See the Technical Notes for further details.

Source: *Industrial Disputes, Australia* (6322.0).

CHART 8.1. NUMBER OF INDUSTRIAL DISPUTES, AUSTRALIA**CHART 8.2. WORKING DAYS LOST AND NUMBER OF EMPLOYEES INVOLVED IN INDUSTRIAL DISPUTES, AUSTRALIA****CHART 8.3. WORKING DAYS LOST PER THOUSAND EMPLOYEES, AUSTRALIA**

Source: *Industrial Disputes, Australia* (6322.0).

TABLE 8.2. INDUSTRIAL DISPUTES: WORKING DAYS LOST PER THOUSAND EMPLOYEES(a), INDUSTRY, AUSTRALIA, 1972 TO 1992

Period	Manufacturing				Transport and storage; Communication			Community services	Other industries (b)	All industries
	Mining		Metal products, machinery and equipment	Other	Construc- tion	Steve- doring services	Other			
	Coal	Other								
1972	2,909	1,152	1,113	533	1,037	1,990	578	89		435
1973	4,268	2,860	1,405	889	1,119	2,705	256	133		552
1974	7,725	2,625	4,876	1,026	3,009	6,172	1,352	194		1,273
1975	14,991	1,576	2,376	674	1,255	2,581	379	230		717
1976	6,602	3,952	1,467	1,245	1,433	2,276	1,010	292		773
1977	4,145	3,182	398	679	591	2,625	450	101		336
1978	5,669	2,415	1,460	747	378	8,418	435	74		434
1979	8,220	5,752	1,886	1,112	1,100	3,724	1,138	269		787
1980(a)	23,362	4,036	1,194	1,080	674	2,548	353	202		649
1981	10,209	5,238	2,287	986	1,405	2,952	970	238		797
1982	9,698	2,686	471	505	768	672		84		358
1983	3,223	3,375	353	186	1,269	485		42		249
1984	3,913	3,745	343	416	503	372		91		248
1985	6,892	1,928	256	312	666	430		152	36	228
1986	10,741	3,328	445	328	458	135		137	44	242
1987	8,920	1,072	479	305	743	217		75	67	223
1988	15,548	1,777	750	183	725	177		90	83	269
1989	5,505	642	473	283	374	160		176	65	190
1990	4,879	1,631	1,293	212	204	299		151	25	217
1991	4,507	735	1,820	296	428	237		150	63	265
1992	2,970	997	352	275	151	214		175	60	158

(a) For change in method of calculation in January 1987. (b) Prior to 1984 excludes agriculture, and private households employing staff.

Source: Industrial Disputes, Australia (6322.0).

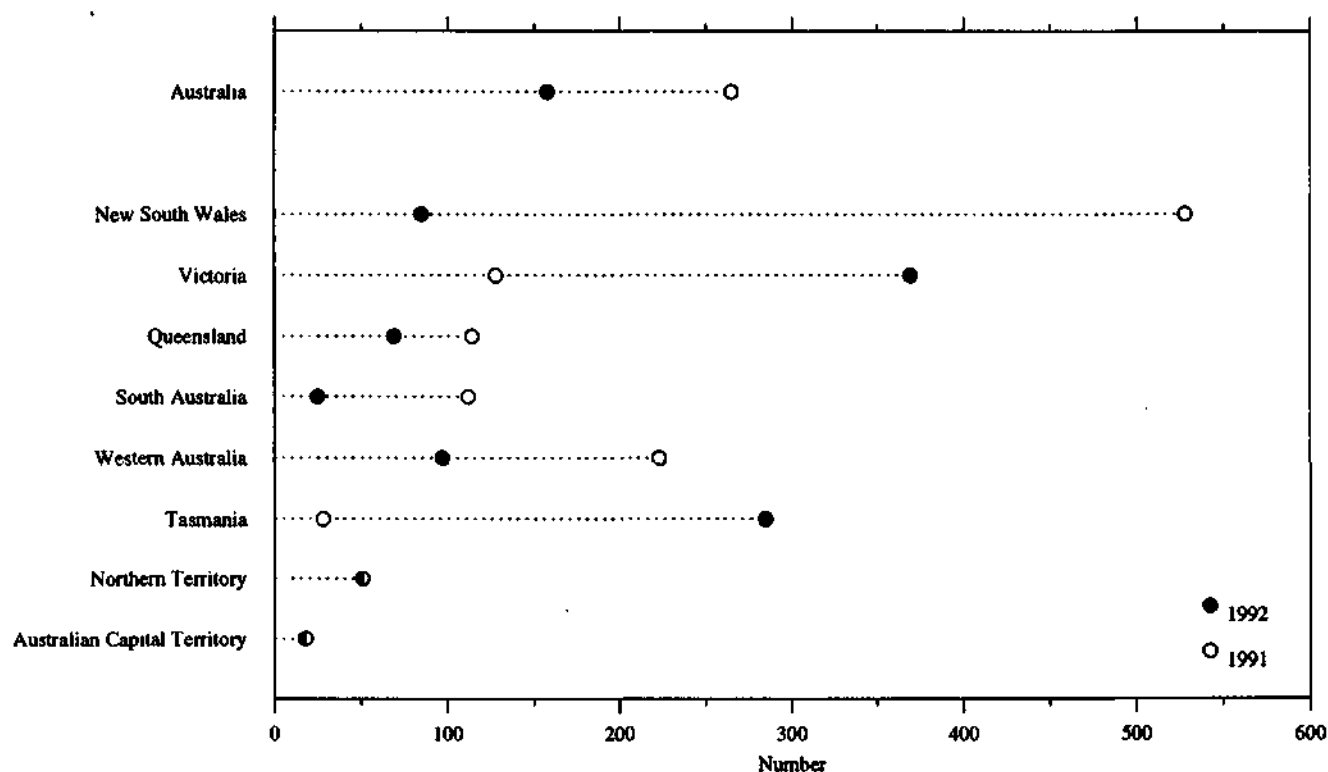
TABLE 8.3. INDUSTRIAL DISPUTES: WORKING DAYS LOST PER THOUSAND EMPLOYEES(a), STATES AND AUSTRALIA, 1972 TO 1992

Period	NSW	Vic.	Qld	SA	WA	Tas.	N.T.	A.C.T.	Aust.
1972	503	497	485	143	261	152	n.a.	n.a.	435
1973	622	590	509	296	313	1,089	n.a.	n.a.	552
1974	1,462	1,757	807	686	656	672	n.a.	n.a.	1,273
1975	831	910	718	277	253	305	n.a.	n.a.	717
1976	827	1,051	638	323	623	464	n.a.	n.a.	773
1977	308	433	359	65	532	197	n.a.	n.a.	336
1978	555	346	536	172	473	261	n.a.	n.a.	434
1979	742	1,083	679	402	838	439	551	269	787
1980	657	792	863	132	446	668	583	100	649
1981	1,023	863	620	320	548	461	1,227	448	797
1982	381	258	660	101	348	431	275	146	348
1983	287	163	176	115	577	478	360	22	249
1984	357	132	302	56	256	350	381	88	248
1985	209	236	411	48	188	138	213	159	228
1986	304	240	207	95	272	190	199	55	242
1987	366	172	87	91	213	177	110	143	223
1988	341	214	336	93	299	118	158	112	269
1989	269	199	102	67	187	64	111	77	190
1990	283	226	111	236	200	67	26	62	217
1991	528	128	114	112	223	28	51	18	265
1992	85	369	69	25	97	285	48	20	158

(a) For change in method of calculation in January 1987, see the Technical Notes.

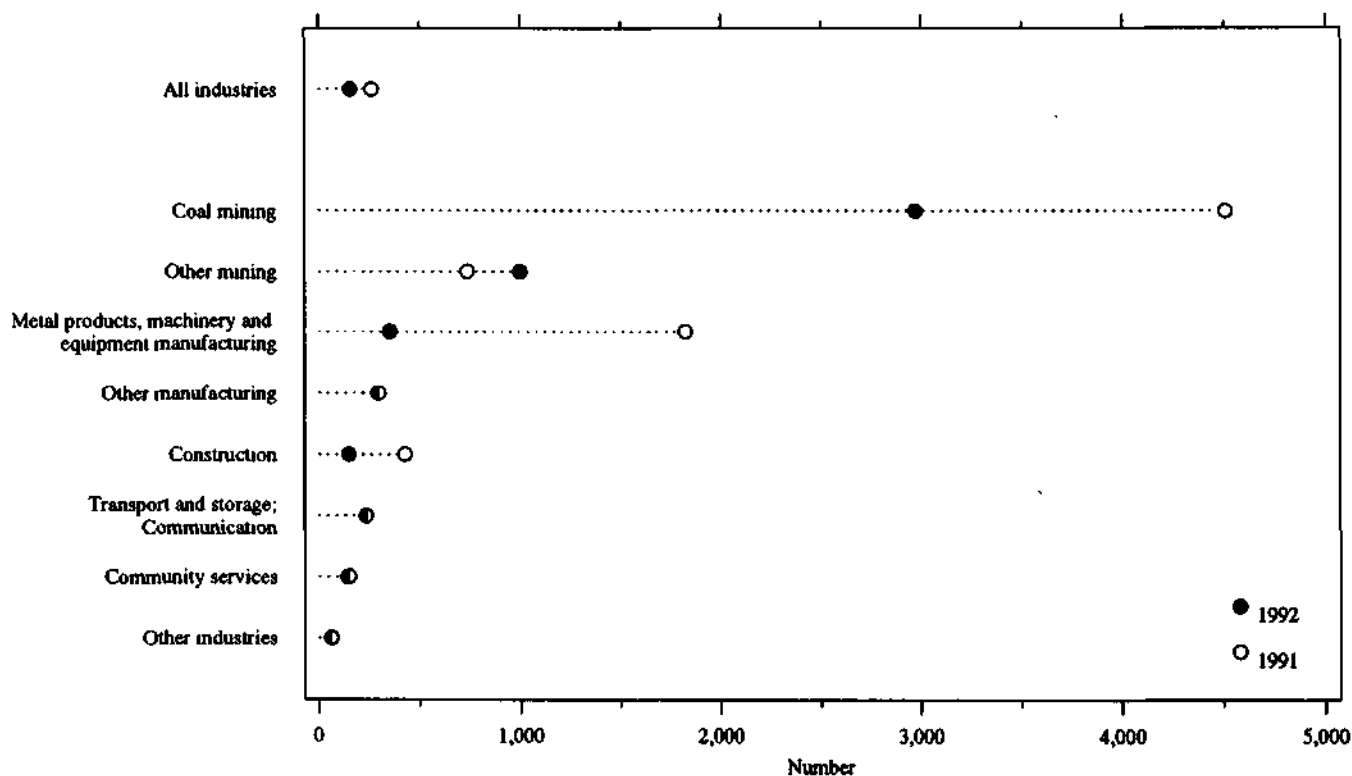
Source: Industrial Disputes, Australia (6322.0).

**CHART 8.4. INDUSTRIAL DISPUTES IN PROGRESS DURING EACH YEAR 1991 AND 1992
WORKING DAYS LOST PER THOUSAND EMPLOYEES, AUSTRALIA**



Source: *Industrial Disputes, Australia (6322.0)*.

**CHART 8.5. INDUSTRIAL DISPUTES IN PROGRESS DURING EACH YEAR 1991 AND 1992
WORKING DAYS LOST PER THOUSAND EMPLOYEES, AUSTRALIA**



Source: *Industrial Disputes, Australia (6322.0)*.

Trade Union Members

Data on trade union membership are obtained from two sources. Supplementary household surveys are conducted periodically, the most recent in August 1990, to provide information on the characteristics of trade union members such as their age, occupation, industry of work and earnings. An annual census of trade unions collects statistics on trade union membership and State of operation, and provides information on trade union size.

In August 1992, 40 per cent of the 6,334,800 employees aged 15 and over were trade union members (in connection with their main job).

There has been a decline of 6 percentage points in the proportion of employees who are trade union members between August 1986 and August 1992. This fall over the past six years is in part a consequence of the change in the ratio of persons employed full time to persons employed part time.

Of employees approximately 43 per cent of males and 35 per cent of females were trade union members in August 1992.

The level of trade union membership increased with age. The highest rate of membership was for employees aged 45 to 54 years, with 47 per cent being members compared with 23 per cent for those in the 15 to 19 year age group.

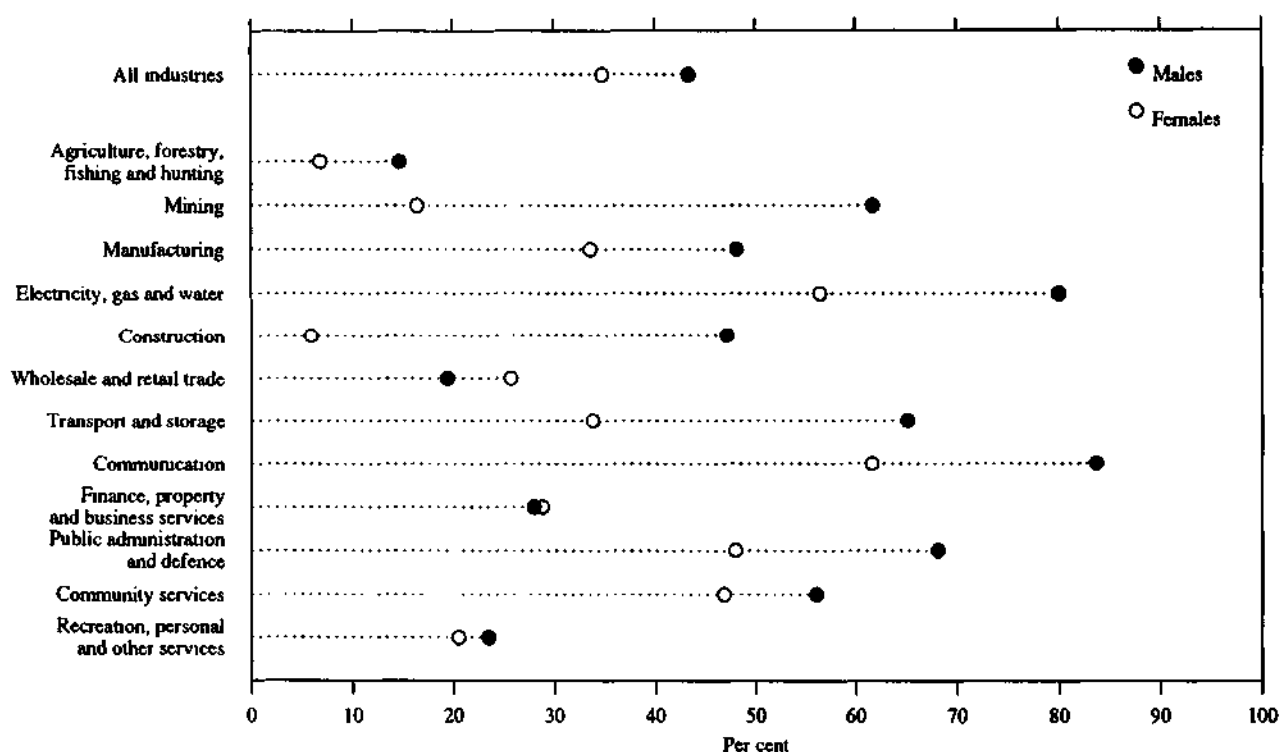
Some 67 per cent of public sector and 29 per cent of private sector employees were members of a trade union.

The highest rates of union membership were recorded in the Communications industry (84% of male employees and 62% of female employees) and the Electricity, gas and water industry (80% of male employees and 57% of female employees). The lowest rates of union membership were recorded in the Agriculture, forestry, fishing and hunting industry (15% of male employees and 7% of female employees) and the Wholesale and retail trade industry (19% of male employees and 26% of female employees).

About 45 per cent of full-time employees and 25 per cent of part-time employees were trade union members.

Full-time male employees reported a trade union membership rate of 46 per cent while for full-time female employees it was 41 per cent. This difference was reversed for part-time employees (26% for females, 22% for males).

CHART 8.6. PROPORTION OF ALL EMPLOYEES WHO WERE MEMBERS OF A TRADE UNION
BY INDUSTRY, AUSTRALIA, AUGUST 1992



Source: Trade Union Members, Australia (6325 0)

TABLE 8.4. ALL EMPLOYEES: SUMMARY OF SELECTED CHARACTERISTICS AND WHETHER A MEMBER OF A TRADE UNION, AUSTRALIA, AUGUST 1986, AUGUST 1988, AUGUST 1990 AND AUGUST 1992

	August 1986		August 1988		August 1990(a)		August 1992		
	Number of members ('000)	Proportion of all employees in same category (per cent)	Number of members ('000)	Proportion of all employees in same category (per cent)	Number of members ('000)	Proportion of all employees in same category (per cent)	Number of members ('000)	Proportion of all employees in same category (b) (per cent)	Total number of employees ('000)
<i>State or Territory of usual residence—</i>									
New South Wales	903.1	46.1	894.5	41.8	907.3	41.0	818.3	37.9	2,159.2
Victoria	695.6	45.6	682.4	42.2	719.4	40.8	672.2	41.4	1,623.1
Queensland	396.0	45.5	369.9	39.2	410.1	38.5	409.7	34.1	1,074.4
South Australia	226.8	47.1	228.6	46.1	241.8	44.5	225.6	44.3	508.9
Western Australia	210.6	41.1	205.1	36.9	218.6	35.4	226.3	37.0	611.8
Tasmania	85.6	55.0	85.3	52.0	85.0	52.2	78.4	50.5	155.3
Northern Territory	25.6	42.9	20.8	34.6	26.7	41.7	23.7	36.5	64.9
Australian Capital Territory	50.6	42.4	49.5	39.4	50.7	37.7	54.6	39.8	137.1
<i>Age group—</i>									
15 – 19	166.0	27.9	168.3	26.8	158.6	25.0	114.5	22.6	505.9
20 – 24	369.9	41.7	327.8	36.3	316.5	33.5	290.0	31.5	922.0
25 – 34	750.1	47.6	726.6	42.9	755.2	42.3	692.1	40.5	1,709.3
35 – 44	642.8	47.5	688.1	44.6	725.0	43.5	705.4	43.0	1,641.7
45 – 54	433.2	52.6	423.5	47.2	472.5	45.6	518.2	46.5	1,115.2
55 – 59	158.0	54.8	137.5	51.5	140.4	49.6	126.0	45.7	275.4
60 – 64	70.9	52.9	61.1	44.7	85.0	47.1	58.1	44.9	129.2
65 – 69	*2.9	12.9	*3.0	9.2	6.4	21.1	4.6	12.7	36.1
<i>Birthplace—</i>									
Born in Australia	1,899.0	44.7	1,866.7	41.1	1,932.7	39.7	1,863.7	38.9	4,785.2
Born outside Australia	694.9	48.5	669.2	42.8	726.8	42.8	645.1	41.6	1,549.6
Main English-speaking countries	293.5	43.7	285.0	39.2	293.7	38.4	267.4	38.2	699.1
Other countries	401.4	52.6	384.2	43.8	433.2	46.5	377.8	44.4	850.5
<i>Occupation—</i>									
Managers and administrators	77.6	22.5	77.9	18.9	89.3	19.4	81.8	18.3	446.7
Professionals	339.8	46.8	340.8	43.6	376.0	42.7	398.9	43.5	917.7
Para-professionals	228.8	58.9	217.6	51.6	242.6	55.0	239.4	54.3	440.9
Tradepersons	472.8	51.9	462.2	49.6	458.4	47.9	397.7	45.8	867.5
Clerks	394.5	36.4	368.0	32.0	392.2	32.2	365.2	31.7	1,151.1
Salespersons and personal service workers	254.4	31.4	271.4	30.0	272.2	26.4	284.0	27.4	1,037.1
Plant and machine operators, and drivers	323.6	70.1	320.6	64.2	320.1	65.3	297.5	65.0	457.7
Labourers and related workers	502.5	52.6	477.4	47.8	508.8	46.8	444.2	43.7	1,015.9
<i>Industry—</i>									
Agriculture, forestry, fishing and hunting	16.9	14.6	16.9	12.8	16.4	12.7	16.6	12.6	131.3
Mining	67.0	71.5	56.5	62.8	57.9	62.9	48.6	57.6	84.4
Manufacturing	545.4	51.2	564.7	48.5	520.9	46.1	455.3	44.4	1,026.6
Electricity, gas and water	112.7	82.4	91.3	90.4	83.2	79.4	80.9	77.2	104.7
Construction	145.3	48.0	157.5	47.1	170.7	45.4	123.9	42.4	292.6
Wholesale and retail trade	279.4	25.4	287.1	23.3	305.5	22.6	289.7	22.3	1,296.1
Transport and storage	211.9	67.4	186.3	62.3	185.6	57.6	170.8	58.8	290.5
Communication	117.0	80.4	101.0	76.1	110.2	76.0	88.6	77.1	114.9
Finance, property and business services	193.2	33.6	185.4	27.5	215.8	28.7	209.2	28.4	735.6
Public administration and defence	197.9	60.4	195.9	60.7	219.7	60.0	210.5	60.7	346.8
Community services	609.8	52.4	604.0	48.8	662.0	49.1	706.6	49.9	1,414.8
Recreation, personal and other services	97.6	28.5	107.4	26.5	111.8	25.0	108.0	21.8	496.5
<i>Sector—</i>									
Public	1,238.2	70.6	1,146.6	67.7	1,184.2	66.8	1,151.5	67.1	1,716.7
Private	1,355.7	34.5	1,389.3	31.5	1,475.3	30.8	1,357.3	29.4	4,618.2
<i>Permanent/Casual—</i>									
Permanent	2,388.4	50.8	2,308.4	46.6	2,420.5	45.7	2,265.1	46.0	4,919.8
Casual	205.5	21.0	227.5	19.7	239.0	18.8	243.7	17.2	1,415.0
<i>Full-time/part-time employee in main job(c)—</i>									
Full-time	n.a.	n.a.	2,229.4	45.9	2,310.4	44.7	2,113.7	44.3	4,768.0
Part-time	n.a.	n.a.	276.8	24.5	340.4	25.1	395.1	25.2	1,566.8
Total	2,593.9	45.6	2,535.9	41.6	2,659.6	40.5	2,508.8	39.6	6,334.8
Males	1,685.1	50.1	1,640.2	46.2	1,683.8	45.0	1,536.1	43.4	3,536.7
Females	908.8	39.1	895.7	35.0	975.8	34.6	972.7	34.8	2,798.1

(a) The August 1990 survey excluded persons aged 70 and over. (b) Total used to calculate the proportion includes a small number of persons who did not know their membership status. (c) Excludes persons for whom full-time or part-time status could not be determined.

Source: Trade Union Members, Australia, August 1990 (6325.0).

Trade Union Statistics

The number of trade unions has been steadily declining. In the period 1987 to 1992 the number of unions fell from 316 to 227.

The major cause of the reduction was amalgamations. In the year to 30 June 1992 68 unions amalgamated to form 24 unions.

Unions with fewer than 2,000 members were most affected. In 1990 there were 170 of these representing 2.7 per cent of reported union membership. In 1991 this had declined to 125 unions and 1.9 per cent of total membership.

In 1992 there were 134 unions with 466,100 members operating in only one State or Territory. There were 63 unions, with 2,447,900 members, operating in six or more States or Territories.

TABLE 8.5. TRADE UNIONS: NUMBER OF STATES AND/OR TERRITORIES OF OPERATION, AUSTRALIA

30 June	One	Two	Three	Four	Five	Six or more	Total all States
NUMBER OF MEMBERS ('000)							
1987	180	9	5	12	13	97	316
1988	177	6	4	12	16	93	308
1989	168	6	6	10	15	94	299
1990	168	5	5	12	16	89	295
1991	156	9	3	16	12	79	275
1992	134	5	3	9	13	63	227
NUMBER OF MEMBERS ('000)							
1987	586.4	23.4	62.2	93.4	185.4	2,289.5	3,240.1
1988	575.3	18.3	54.8	109.3	218.6	2,314.1	3,290.5
1989	531.4	18.9	55.9	111.7	186.6	2,505.7	3,410.3
1990	545.3	18.2	46.3	133.9	127.4	2,551.1	3,422.2
1991	578.6	22.9	4.6	140.5	132.2	2,503.9	3,382.6
1992	466.1	13.6	4.4	68.1	135.0	2,447.9	3,135.1

Source: Trade Union Statistics, Australia (6323.0).

TABLE 8.6. TRADE UNIONS: NUMBER OF UNIONS ACCORDING TO SIZE OF UNION IN AUSTRALIA

Size of union (number of members)	30 June 1990			30 June 1991			30 June 1992		
	Number of Unions	Number of Members ('000)	Cumulative percent of total members	Number of Unions	Number of Members ('000)	Cumulative percent of total members	Number of Unions	Number of Members ('000)	Cumulative percent of total members
Under 100	40	1.7	—	35	1.5	—	32	1.3	—
100 and under 250	34	5.8	0.2	34	5.5	0.2	26	4.1	0.2
250 and under 500	18	6.1	0.4	17	5.7	0.4	18	6.2	0.4
500 and under 1,000	44	31.3	1.3	38	26.2	1.2	28	19.8	1.0
1,000 and under 2,000	34	46.8	2.7	31	41.6	2.4	21	26.6	1.9
2,000 and under 3,000	18	42.1	3.9	13	31.8	3.3	14	35.2	3.0
3,000 and under 5,000	23	93.4	6.6	24	92.7	6.1	16	60.2	4.9
5,000 and under 10,000	21	152.3	11.1	18	124.5	9.7	19	123.9	8.8
10,000 and under 20,000	18	265.9	18.9	21	293.3	18.4	15	212.2	15.6
20,000 and under 30,000	11	276.3	26.9	11	278.1	26.6	7	170.9	21.1
30,000 and under 40,000	11	377.8	38.0	8	264.1	34.4	6	210.5	27.8
40,000 and under 50,000	5	227.7	44.6	6	268.2	42.4	5	220.2	34.8
50,000 and under 80,000	6	407.9	56.5	5	33.4	52.2	5	331.1	45.4
80,000 and under 100,000	5	454.6	69.8	7	627.5	70.8	7	633.7	65.6
100,000 and over	7	1,032.5	100.0	7	988.6	100.0	8	1,079.2	100.0
Total	295	3422.2		275	3382.6		227	3,135.1	

Source: Trade Union Statistics, Australia (6323.0).

Award Coverage

Statistics on award coverage for employees were obtained from the Survey of Employee Earnings and Hours conducted in May 1990. Approximately 80 per cent of employees were covered by awards, determinations or collective agreements at May 1990 compared to 85 per cent at May 1985.

The industries with the highest award coverage rates were the Communications industry (99%), Electricity, gas and water (99%) and Public administration and defence (98%).

The occupation groups with the highest coverage by awards, determinations and collective agreements were Plant and machine operators, and drivers for males at 92 per cent, and Labourers and related workers for females at 91 per cent. The lowest coverage rate was 38 per cent for males in the Managers and administrators group.

There were significant differences between the percentages of employees covered by Federal and State awards, determinations and collective agreements. Federal awards etc. accounted for almost all employees (just under 99%) in the Communications industry while State awards etc. accounted for most employees (76%) in the Community services industry.

TABLE 8.7. ALL EMPLOYEES: AWARD COVERAGE RATES BY INDUSTRY AND JURISDICTION, AUSTRALIA, MAY 1990

Industry	Number of employees ('000)	Covered by awards, determinations and collective agreements			Not covered by awards etc.
		Federal	State	Total(a)	
		—per cent—			
PERSONS					
Mining	85.4	41.5	31.0	74.0	26.0
Manufacturing	983.2	44.6	33.0	80.2	19.8
Food, beverages and tobacco	155.2	23.6	58.1	84.4	15.6
Textiles, clothing and footwear	91.1	50.8	32.3	84.4	15.6
Paper, paper products, printing and publishing	96.1	45.8	32.1	81.0	19.0
Chemical, petroleum and coal products	69.4	23.5	29.8	56.6	43.4
Metal products, machinery and equipment	413.5	55.6	22.9	81.2	18.8
Basic metal products	73.2	38.8	37.2	80.0	20.0
Fabricated metal products; Other machinery and equipment	238.1	53.4	21.2	77.7	22.3
Transport equipment	102.1	72.7	16.6	90.2	9.8
Other manufacturing	158.0	41.2	36.8	80.9	19.1
Electricity, gas and water	115.3	47.2	50.9	98.6	1.4
Construction	307.2	27.4	41.7	72.1	27.9
Wholesale and retail trade	1,121.2	19.4	49.3	71.6	28.4
Wholesale trade	375.7	19.0	34.2	56.8	43.2
Retail trade	745.5	19.6	56.9	79.1	20.9
Transport and storage	272.7	57.2	24.7	83.2	16.8
Communication	131.6	98.9	*0.2	99.4	*0.6
Finance, property and business services	733.2	33.6	31.9	68.0	32.0
Public administration and defence	304.9	57.8	39.9	97.9	2.1
Community services	1,214.9	12.7	76.2	89.5	10.5
Recreation, personal and other services	382.7	23.4	50.2	75.9	24.1
All Industries	5,652.2	31.5	46.5	80.0	20.0

(a) Includes a small number of employees covered by unregistered agreements or unknown awards, determinations or collective agreements.

Source: Award Coverage, Australia (6315.0).

TABLE 8.8. ALL EMPLOYEES: AWARD COVERAGE RATES BY OCCUPATION AND JURISDICTION, AUSTRALIA, MAY 1990 (per cent)

Occupation	Covered by awards, determinations and collective agreements			Not covered by awards etc.
	Federal	State	Total	
Managers and administrators	17.1	18.0	37.9	62.1
Professionals	21.6	50.8	74.0	26.0
Para-professionals	28.3	57.3	86.6	13.4
Tradespersons	45.7	39.6	86.8	13.2
Clerks	31.9	44.4	79.0	21.0
Salespersons and personal service workers	19.7	58.6	80.6	19.4
Plant and machine operators, and drivers	54.8	35.6	92.1	7.9
Labourers and related workers	34.3	55.0	90.6	9.4
All occupations	31.5	46.5	80.0	20.0

Source: Award Coverage, Australia (6315.0).

CHAPTER 9

TRAINING

Training is a major factor in both labour market adjustment and occupational mobility. In addition, the manner in which training is acquired can be a major influence on labour market efficiency.

National estimates of the expenditure by employers for the formal training of their employees are provided by the *Training Expenditure Survey*. The survey also provides estimates of the paid time employees spend receiving formal training. Detailed industry and employer size statistics on training expenditure are provided. These statistics are used to analyse industry training and monitor employer training expenditure.

Further, national details about the extent and the types of training and education being undertaken by wage and salary earners are provided through the 1989 survey of *How Workers Get Their Training*. A similar survey was conducted in 1993, as well as another *Training Expenditure Survey*, with results to be released in 1994.

Training Expenditure

During the three months July to September 1990, Australian employers spent an amount equivalent to 2.6 per cent of gross wages and salaries on the formal training of their employees. This represents \$163 per employee, or almost six hours of training per employee in the three month period.

During the 1990 survey period, private sector employers overall spent the equivalent of 2.2 per cent of gross wages and salaries on the formal training of their employees, an average of \$132 per employee. Private sector employees received an average of 5.0 hours of formal training. In the public sector, employers spent the equivalent of 3.2 per cent of gross wages and salaries overall, an average of \$230, and provided 8.1 hours of formal training per employee for the three month period. By comparison, in 1989, private sector employers spent the equivalent of 1.7 per cent of gross wages and salaries on the formal training of their employees and public sector employers spent the equivalent of 3.3 per cent.

Employers with a large number of employees spent a higher proportion of gross wages and salaries on formal training than did those with few employees. Large employers (with 100 or more employees) spent 3.0 per cent of gross wages and salaries. By contrast, medium employers (with 20 to 99 employees) spent 1.9 per cent, and small employers (with 1 to 19 employees) spent 1.4 per cent on formal training during the quarter. In the private sector, large employers spent 2.8 per cent of gross wages and salaries, medium employers spent 1.9 per cent, and small employers spent 1.4 per cent. A greater number of large employers (94%) reported formal training expenditure than did either medium (64%) or small employers (19%).

CHART 9.1. AVERAGE TRAINING EXPENDITURE BY SECTOR,
AUSTRALIA, JULY TO SEPTEMBER 1989 AND 1990
Per cent of gross wages and salaries



Source: *Employer Training Expenditure, Australia (6353.0)*.

TABLE 9.1. AVERAGE TRAINING EXPENDITURE, ALL EMPLOYERS, SECTOR BY EMPLOYER SIZE, AUSTRALIA, JULY TO SEPTEMBER 1990

	<i>1 - 19 employees</i>	<i>20 - 99 employees</i>	<i>100 or more employees</i>	<i>Total</i>
PRIVATE				
Total training expenditure	1.35	per cent of gross wages and salaries 1.89	2.79	2.22
Total training expenditure per employee	67.9	dollars 112.5	181.8	132.1
Training hours per employee	4.00	hours 4.09	5.97	4.95
Employers reporting training expenditure(a)	18.3	per cent of employers 62.8	91.9	23.6
Total training expenditure	78.0	\$ million 108.2	338.4	524.7
PUBLIC				
Total training expenditure	*1.63	per cent of gross wages and salaries 1.81	3.25	3.19
Total training expenditure per employee	*75.5	dollars 127.9	234.9	229.9
Training hours per employee	*3.32	hours 4.25	8.23	8.05
Employers reporting training expenditure(a)	*41.7	per cent of employers 94.6	99.8	72.7
Total training expenditure	*1.0	\$ million *8.4	408.9	418.3
TOTAL				
Total training expenditure	1.35	per cent of gross wages and salaries 1.88	3.03	2.57
Total training expenditure per employee	68.0	dollars 113.5	207.5	162.8
Training hours per employee	3.99	hours 4.10	7.06	5.92
Employers reporting training expenditure(a)	18.5	per cent of employers 64.3	93.7	24.4
Total training expenditure	78.9	\$ million 116.7	747.3	942.9

(a) The percentage of employers is based on the statistical unit for the survey (see the Technical Notes).

Source: Employer Training Expenditure, Australia (6353.0).

TABLE 9.2. AVERAGE TRAINING EXPENDITURE, ALL EMPLOYERS, SECTOR BY
EMPLOYER PAYROLL SIZE, AUSTRALIA, JULY TO SEPTEMBER 1990

	less than \$50,000(a)	\$50,000 and over(a)	Total
PRIVATE			
Total training expenditure	per cent of gross wages and salaries 1.22	2.38	2.22
Total training expenditure per employee	51.3	dollars 152.1	132.1
Training hours per employee	3.53	hours 5.30	4.95
Employers reporting training expenditure(b)	13.8	per cent of employers 58.3	23.6
Total training expenditure	40.5	\$ million 484.2	524.7
PUBLIC			
Total training expenditure	per cent of gross wages and salaries *2.48	3.20	3.19
Total training expenditure per employee	*91.4	dollars 230.4	229.9
Training hours per employee	*2.88	hours 8.07	8.05
Employers reporting training expenditure(b)	*34.3	per cent of employers 94.0	72.7
Total training expenditure	*0.6	\$ million 417.7	418.3
TOTAL			
Total training expenditure	per cent of gross wages and salaries 1.23	2.70	2.57
Total training expenditure per employee	51.6	dollars 180.5	162.8
Training hours per employee	3.52	hours 6.30	5.92
Employers reporting training expenditure(b)	14.0	per cent of employers 60.0	24.4
Total training expenditure	41.1	\$ million 901.9	942.9

(a) This is the equivalent of \$200,000 for the full year. (b) The percentage of employers is based on the statistical unit for the survey (see the Technical Notes).

Source: *Employer Training Expenditure, Australia (6353.0)*.

Training Expenditure by Industry

The three industries with the highest average training expenditure were—

- Air transport, \$564 per employee;
- Mining, \$462 per employee; and
- Communication, \$347 per employee.

The three industries with the lowest average training expenditure were—

- Restaurants, hotels and clubs, \$44 per employee;
- Retail trade, \$61 per employee; and
- Wood, wood products manufacture, \$77 per employee.

By comparison, average training hours per employee were the highest in the Transport equipment manufacturing industry, 16.8 hours and in the Personal services industry, 12.8 hours. The Entertainment and recreation industry reported the least amount of training at 1.9 hours per employee for the three month period.

Training costs per hour varied considerably across industries from \$11 per hour in the Personal services industry up to \$77 in Air transport.

**TABLE 9.3. AVERAGE TRAINING EXPENDITURE PER EMPLOYEE, ALL EMPLOYERS,
SECTOR BY INDUSTRY, AUSTRALIA, JULY TO SEPTEMBER 1990**
(dollars)

Industry	Private			Total		
	In-house	External	Total	In-house	External	Total
Mining	310.5	153.7	464.2	313.3	148.8	462.1
Manufacturing	92.1	50.7	142.8	97.6	51.3	148.8
Food, beverages and tobacco	53.3	35.8	89.1	54.2	34.9	89.1
Textiles, clothing and footwear	72.6	23.1	95.7	72.1	23.2	95.3
Wood, wood products	*31.4	43.5	74.9	*33.1	43.4	76.5
Paper, paper products	*110.9	59.8	170.8	*110.7	60.5	171.2
Chemical, petroleum and coal products	229.5	82.0	311.5	226.6	83.0	309.6
Non metallic mineral products	53.2	50.7	103.9	53.2	50.7	103.9
Basic metal products	208.1	81.0	289.1	207.8	81.0	288.8
Fabricated metal, machinery and equipment	61.8	51.4	113.2	66.0	51.8	117.9
Transport equipment	172.1	70.4	242.4	203.0	72.9	275.9
Miscellaneous manufacturing	68.8	31.4	100.2	68.8	31.4	100.2
Electricity, gas and water	226.8	89.2	316.1	241.8	97.6	339.5
Construction	35.5	85.1	120.6	57.6	82.7	140.3
Non building construction	45.4	40.9	86.3	97.8	41.9	139.7
Other construction	34.3	90.6	124.9	46.4	94.1	140.4
Wholesale and retail trade	63.4	29.9	93.3	63.3	29.9	93.2
Wholesale trade	110.4	52.3	162.7	109.8	52.1	162.0
Retail trade	41.2	19.4	60.6	41.2	19.4	60.6
Transport and storage	115.4	41.4	156.8	178.5	35.4	213.9
Air transport	286.1	28.1	314.1	545.3	18.9	564.3
Other transport and storage	91.9	43.3	135.1	113.7	38.3	152.0
Communication	73.7	73.7	147.4	292.0	55.4	347.3
Finance, property and business services	152.6	70.9	223.5	150.7	65.4	216.1
Finance	240.5	62.9	303.4	235.7	56.4	292.0
Insurance	217.5	*112.5	330.0	217.3	*111.0	328.2
Property and business services	94.6	67.1	161.6	89.2	63.2	152.4
Public administration and defence	..	..	..	149.5	83.5	233.0
Community services	63.0	32.5	95.5	112.7	44.6	157.2
Health	*44.1	*17.6	*61.7	89.0	33.2	122.2
Other community services	86.3	50.9	137.2	128.2	52.0	180.2
Recreational, personal and other services	28.0	26.2	54.3	38.0	26.5	64.5
Entertainment and recreation	18.1	9.3	27.5	*58.3	18.6	76.8
Restaurants, hotels and clubs	25.2	*19.2	44.4	25.2	*19.0	44.2
Personal services	*58.2	90.3	148.6	*57.4	88.7	146.1
All industries	85.5	46.6	132.1	112.2	50.6	162.8

Source: Employer Training Expenditure, Australia (6353.0).

Fields of Training

Formal training was classified into fields of training according to the main content of the training course or program.

Formal trade and apprenticeship training accounted for 27 per cent of all training, with an average of 1.6 hours per employee. The next highest were Management and professional training and Technical and para-professional training with an average of 1 hour and 0.9 hours per employee, respectively.

In the private sector Trade and apprenticeship training accounted for almost 40 per cent of all training, averaging 1.9 hours per employee.

In the public sector, the two highest fields of training were Technical and para-professional, 2.2 hours per employee and Management and professional training, 1.8 hours per employee.

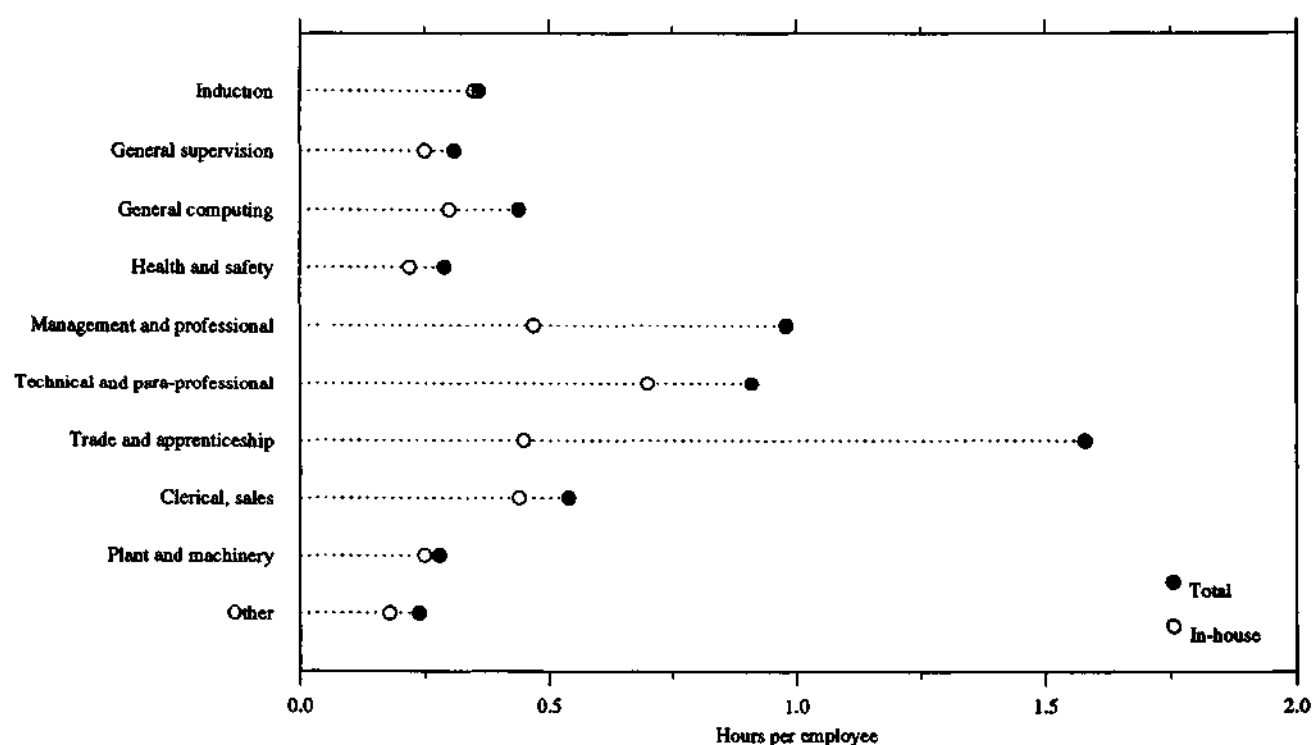
The highest levels of Trade and apprenticeship training were recorded in the following industries—

- Construction, 6.7 hours on average per employee;
- Electricity, gas and water, 3.3 hours per employee;
- Manufacturing, 3.3 hours per employee; and
- Mining, 2.9 hours per employee.

The highest levels of Management and professional training were recorded in the following industries—

- Public administration and defence, 1.8 hours per employee;
- Community services, 1.8 hours per employee;
- Finance, property and business services, 1.3 hours per employee; and
- Communication, 1.2 hours per employee.

CHART 9.2 AVERAGE PAID TRAINING TIME PER EMPLOYEE
FIELD OF TRAINING (a), AUSTRALIA, JULY TO SEPTEMBER 1990



(a) Formal training was classified according to the main content of the course or program.

Source: *Employer Training Expenditure, Australia (6353.0)*.

**TABLE 9.4. AVERAGE PAID TRAINING TIME PER EMPLOYEE(a), ALL EMPLOYERS
FIELD OF TRAINING BY SECTOR, AUSTRALIA, JULY TO SEPTEMBER 1990
(hours)**

<i>Field of training(b)</i>	<i>In-house</i>	<i>External</i>	<i>Total</i>
PRIVATE			
Induction	0.35	0.00	0.35
General supervision	0.23	0.05	0.29
General computing	0.24	0.13	0.37
Health and safety	0.17	0.06	0.22
Management and professional	0.32	0.28	0.60
Technical and para-professional	0.19	0.11	0.30
Trade and apprenticeship	0.43	1.43	1.86
Clerical, sales	0.42	0.10	0.52
Plant and machinery	0.24	0.03	0.27
Other	0.12	0.04	0.16
<i>All fields</i>	<i>2.70</i>	<i>2.24</i>	<i>4.95</i>
PUBLIC			
Induction	0.36	*0.01	0.36
General supervision	0.30	0.07	0.37
General computing	0.44	0.16	0.60
Health and safety	0.33	0.09	0.42
Management and professional	0.80	1.00	1.79
Technical and para-professional	1.81	0.43	2.24
Trade and apprenticeship	0.49	0.47	0.95
Clerical, sales	0.50	0.10	0.60
Plant and machinery	0.27	0.04	0.31
Other	0.32	0.08	0.40
<i>All fields</i>	<i>5.60</i>	<i>2.45</i>	<i>8.05</i>
TOTAL			
Induction	0.35	0.01	0.36
General supervision	0.25	0.06	0.31
General computing	0.30	0.14	0.44
Health and safety	0.22	0.07	0.29
Management and professional	0.47	0.51	0.98
Technical and para-professional	0.70	0.21	0.91
Trade and apprenticeship	0.45	1.13	1.58
Clerical, sales	0.44	0.10	0.54
Plant and machinery	0.25	0.03	0.28
Other	0.18	0.05	0.24
<i>All fields</i>	<i>3.61</i>	<i>2.31</i>	<i>5.92</i>

(a) The total time receiving formal training averaged over the total number of employees. (b) Formal training was classified according to the main content of the course or program.

Source: *Employer Training Expenditure, Australia* (6353.0).

Components of Training Expenditure

Employees' wages for time receiving training (\$81 per employee) was the largest single component of training expenditure during the period. Employers also spent an average of \$57 per employee for trainers' costs which covers gross wages and salaries for employees providing training, consultants' fees, and training institution fees. A further \$25 per employee was spent on other items such as training equipment, travel, meals, accommodation, consumables, training rooms, and payments to industry training bodies.

**TABLE 9.5. COMPOSITION OF AVERAGE TRAINING EXPENDITURE PER EMPLOYEE
ALL EMPLOYERS, SECTOR, AUSTRALIA, JULY TO SEPTEMBER 1990**
(dollars)

Components of expenditure	Private	Public	Total
Employees' wages and salaries for time receiving training	63.3	119.6	81.0
Trainers' costs (including fees)	46.7	79.9	57.2
Wages and salaries for time providing training	22.7	55.2	32.9
Fees to consultants and institutions	24.0	24.8	24.3
Other expenditure	22.0	30.4	24.6
Equipment	2.6	4.4	3.1
Travel, accommodation and meals	11.0	14.1	12.0
Training rooms	3.6	6.1	4.4
Payments to industry training bodies	*1.5	*1.7	*1.6
Other(a)	3.2	4.1	3.5
Total wages and salaries costs(b)	86.1	174.7	113.9
Total costs other than wages and salaries(c)	46.0	55.2	48.9
Total training expenditure	132.1	229.9	162.8
Training subsidies received	*6.9	5.0	*6.3
Net training expenditure	125.1	225.0	156.5

(a) Materials, books, computer based training packages, printing, etc. (b) Employees' gross wages and salaries for time receiving and providing training. (c) Fees to consultants and institutions, and Other expenditure.

Source: Employer Training Expenditure, Australia (6353.0).

**TABLE 9.6. COMPOSITION OF AVERAGE TRAINING EXPENDITURE, ALL EMPLOYERS
EMPLOYER SIZE, AUSTRALIA, JULY TO SEPTEMBER 1990**
(per cent of gross wages and salaries)

Components of expenditure	1 - 19 employees	20 - 99 employees	100 or more employees	Total
Employees' wages and salaries for time receiving training	0.8	0.9	1.5	1.3
In-house training	0.3	0.4	1.0	0.8
External training	0.5	0.5	0.4	0.5
Trainers' costs (including fees)	0.4	0.6	1.1	0.9
Other expenditure	*0.2	0.4	0.4	0.4
Total wages and salaries costs(a)	1.0	1.1	2.2	1.8
Total costs other than wages and salaries(b)	0.4	0.8	0.9	0.8
Total in-house	0.6	1.0	2.2	1.8
Total external	0.7	0.9	0.8	0.8
Total	1.4	1.9	3.0	2.6

(a) Employees' gross wages and salaries for time receiving and providing training. (b) Fees to consultants and institutions, and Other expenditure.

Source: Employer Training Expenditure, Australia (6353.0).

How Workers Get Their Training

Of those persons who had a wage or salary job in the twelve months to July 1989, 79 per cent undertook some form of training in that period.

Some 72 per cent of all employees received on-the-job training. About 35 per cent undertook in-house training courses, 17 per cent studied for an educational qualification, and 10 per cent attended at least one external training course. Some workers received more than one form of training.

Qualifying training

Of the 6,704,700 persons who had a wage or salary job during the year, 32 per cent (2,122,400) required a post-school qualification to secure their main job, and 13 per cent (863,400) required a secondary school certificate.

Some 69 per cent of Professionals required a diploma, bachelor degree or higher qualification to obtain their jobs, and 45 per cent of Tradespersons required a trade qualification or apprenticeship.

For public sector, and private sector employees, 63 per cent and 37 per cent respectively required an educational qualification to obtain their jobs.

Of the 2,985,800 persons who needed an educational qualification for their jobs, 29 per cent (853,700) received employer support in gaining that qualification. Of workers who needed to complete a trade qualification or apprenticeship, 64 per cent received employer support in obtaining that qualification.

In-house training courses

Some 2,337,500 persons who had a wage or salary job in the last twelve months attended in-house training courses. Of these persons, 42 per cent attended one course only, and 14 per cent attended 5 or more courses.

About 26 per cent of those attending an in-house training course nominated Management and professional training as the type of course on which they spent most time.

Of those undertaking in-house training, 331,500 (14%) stated that the main type of course taken had helped them obtain a promotion, while a further 17 per cent (388,000) felt that the training would be likely to help them gain a promotion.

Some 39 per cent reported spending between 1 and 9 hours on the main in-house training course, while 22 per cent reported 40 hours or more.

Persons attending in-house courses attended an average 2.1 principal courses (principal courses refer to the first four in-house courses on which workers spent the most time) during the year. Approximately 34 per cent spent a total of 40 or more hours on those courses, while 26 per cent spent less than 10 hours.

External training courses

An estimated 658,400 persons who had a wage and salary job during the year took 1,012,400 places on principal external training courses during the year. Most of these courses were taken while working. Two-thirds of persons who had undertaken an external training course while working had employer support for that course.

Some 445,700 workers undertook one external course only, representing 68 per cent of all persons who attended an external training course. Management and professional training was reported by 32 per cent of those taking an external course as their main type of external training.

For 77 per cent of those taking an external course, the main course attended took less than 40 hours, and for 41 per cent the main course was for less than 10 hours.

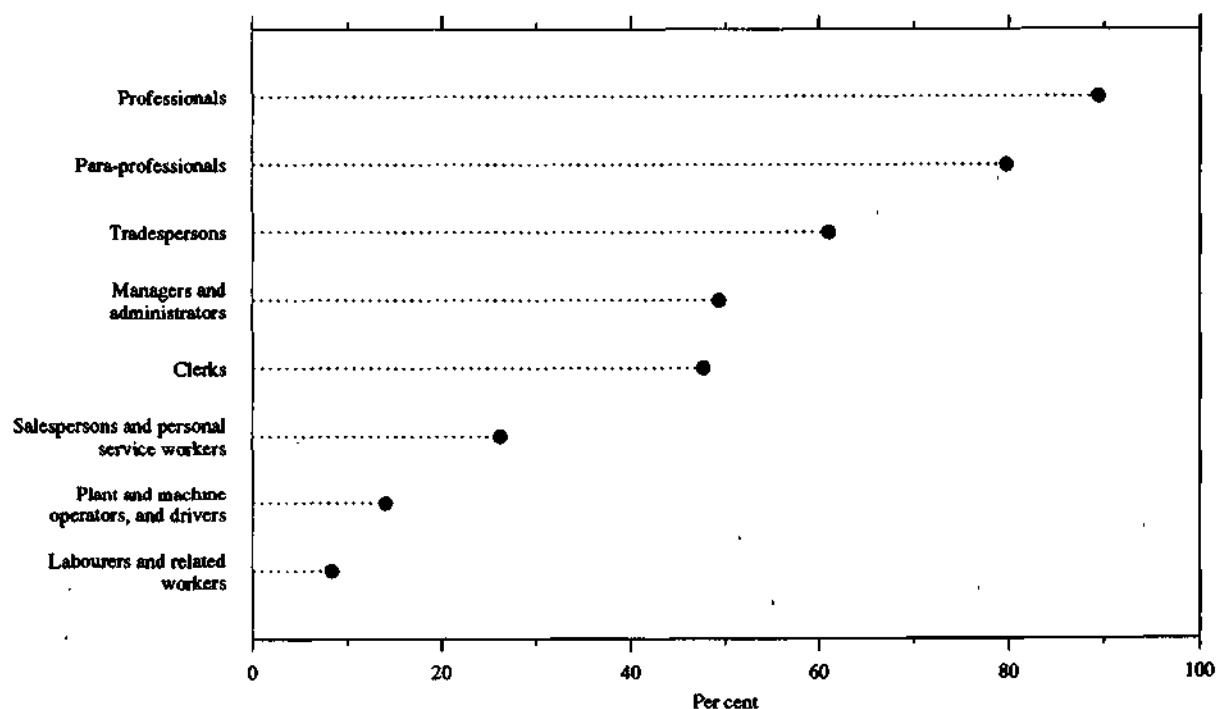
TABLE 9.7. PERSONS WHO HAD A WAGE OR SALARY JOB IN THE LAST 12 MONTHS: SUMMARY OF CHARACTERISTICS AND CATEGORIES OF TRAINING UNDERTAKEN IN THE LAST 12 MONTHS, AUSTRALIA, 1989

	Studied for educational qualification in 1988	Training courses undertaken						Total
		External training		In-house	On-the-job	Some training undertaken	No training undertaken	
		Employer supported	Total					
				— per cent —				('000)
<i>Marital status —</i>								
Married	9.0	7.0	10.1	36.0	66.6	74.5	25.5	4,031.6
Not married	28.5	5.5	9.4	33.1	79.6	86.0	14.0	2,673.1
<i>Family status —</i>								
Member of a family	15.9	6.4	9.6	34.4	70.9	78.3	21.7	5,441.4
Husband or wife	9.0	7.0	10.1	36.2	66.6	74.5	25.5	3,901.8
With dependents present	8.7	7.2	10.5	37.5	68.0	76.1	23.9	2,367.2
Without dependents present	9.3	6.8	9.6	34.3	64.5	72.1	27.9	1,534.6
Other family head	12.4	5.0	10.7	32.2	70.7	77.9	22.1	273.8
Full-time student aged 15-24(a)	85.4	*0.9	*2.2	23.5	81.5	99.1	*0.9	136.5
Other child of married couple or family head	32.9	5.2	8.5	30.7	84.9	89.2	10.8	1,051.5
Other relative of married couple or family head	22.1	*2.9	*3.5	23.8	77.1	81.3	18.7	77.8
Not a member of a family	20.0	7.2	11.8	38.6	76.1	83.1	16.9	960.7
Family status not determined	22.6	4.6	8.2	30.5	74.6	80.4	19.6	302.7
<i>Birthplace and period of arrival —</i>								
Born in Australia	17.9	6.3	9.9	36.2	73.3	80.6	19.4	5,039.0
Born outside Australia	13.2	6.7	9.6	30.8	67.2	74.4	25.6	1,665.8
Main English speaking countries	12.7	8.5	12.9	37.3	71.9	79.4	20.6	777.0
Other countries	13.7	5.2	6.8	25.0	63.1	70.0	30.0	888.7
Arrived before 1960	5.5	7.5	11.3	30.7	54.5	62.9	37.1	272.4
Arrived 1960-1969	9.7	6.6	9.5	31.7	61.3	68.8	31.2	473.3
Arrived 1970-1979	17.5	6.3	8.9	31.4	70.2	76.9	23.1	435.2
Arrived 1980-1989	17.2	6.7	9.5	29.4	77.4	84.0	16.0	484.8
<i>Age (years) —</i>								
15-24	37.9	4.2	7.1	30.3	87.7	92.6	7.4	1,705.3
25-34	13.8	7.8	11.9	39.6	76.0	83.2	16.8	1,939.1
35-44	9.0	8.0	12.0	40.2	68.1	77.1	22.9	1,621.9
45-54	5.2	6.5	9.3	31.5	56.5	64.6	35.4	977.9
55-64	2.9	3.1	4.7	20.4	40.9	49.0	51.0	460.5
<i>Level of educational attainment —</i>								
With post-school qualifications	17.2	9.9	14.9	44.2	76.2	84.1	15.9	3,172.6
Post-graduate degree or graduate diploma	20.6	18.5	28.0	59.8	84.4	92.9	7.1	315.7
Bachelor degree or diploma	23.4	15.8	21.8	56.2	84.9	90.8	9.2	747.6
Trade qualification or apprenticeship	9.4	5.6	8.5	31.5	65.8	74.3	25.7	936.0
Post-secondary certificate	18.8	7.4	12.1	42.6	76.6	85.3	14.7	1,143.7
Full-time student aged 15-24(a)	*12.1	*7.9	*12.1	32.8	79.4	83.4	*16.6	29.6
Without post-school qualifications(b)	16.4	3.2	5.2	26.5	67.9	74.5	25.5	3,532.1
Attended highest level of secondary school available	33.4	6.2	8.5	36.6	79.4	87.5	12.5	1,006.6
Did not attend highest level of secondary school available	9.4	2.0	3.8	22.4	63.2	69.2	30.8	2,496.5
Left at age —								
16 years or over	14.4	2.5	4.8	26.7	72.8	79.0	21.0	1,091.0
15 years or under	5.6	1.6	3.1	19.1	55.7	61.7	38.3	1,405.5
Total	16.8	6.4	9.8	34.9	71.8	79.0	21.0	6,704.7
Males	17.0	7.4	10.4	35.1	71.1	78.8	21.2	3,740.7
Females	16.5	5.2	9.1	34.6	72.7	79.4	20.6	2,964.0
				— '000 —				
Total	1,124.0	429.2	658.4	2,337.5	4,814.4	5,300.1	1,404.6	6,704.7
Males	634.1	276.5	388.3	1,311.2	2,659.0	2,947.5	793.2	3,740.7
Females	489.9	152.7	270.1	1,026.4	2,155.4	2,352.6	611.5	2,964.0

(a) Excludes persons attending school. (b) Includes those who never attended school and those for whom secondary school qualifications could not be determined.

Source: *How Workers Get Their Training, Australia (6278.D)*.

CHART 9.1. PERSONS WHO HAD A WAGE OR SALARY JOB IN THE LAST 12 MONTHS: OCCUPATION AND PROPORTION WHO REQUIRED AN EDUCATIONAL QUALIFICATION TO OBTAIN JOB WITH MAIN PERIOD EMPLOYER, AUSTRALIA, 1989



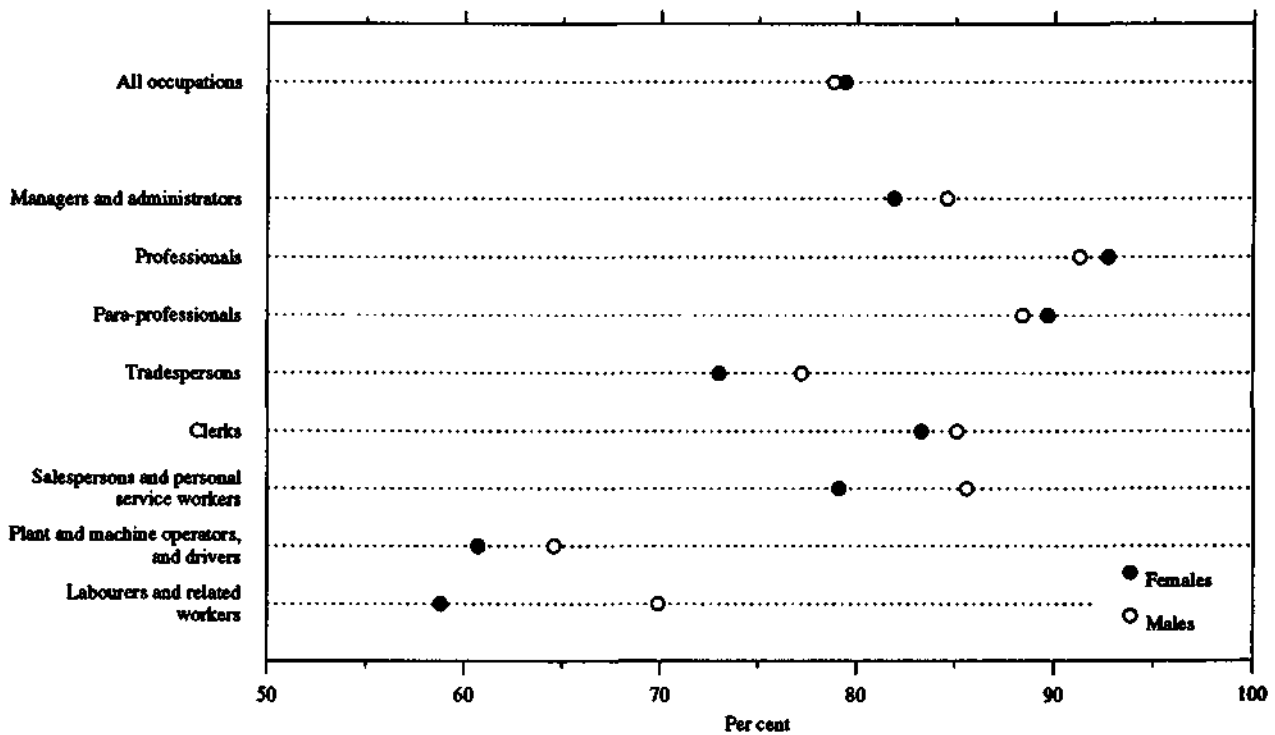
Source: *How Workers Get Their Training, Australia (6278 0)*

TABLE 9.8. PERSONS WHO HAD A WAGE OR SALARY JOB IN THE LAST 12 MONTHS: SUMMARY OF EMPLOYMENT CHARACTERISTICS AND CATEGORIES OF TRAINING UNDERTAKEN IN THE LAST 12 MONTHS, AUSTRALIA, 1989

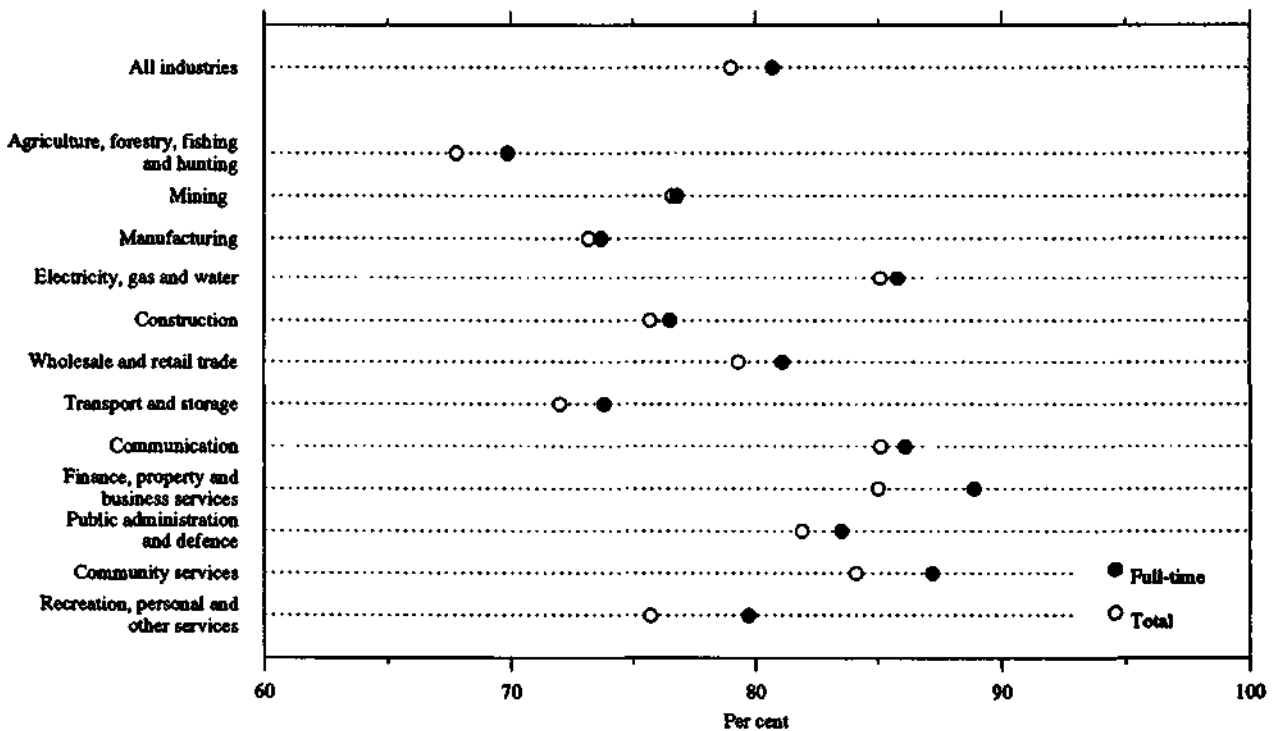
	Studied for educational qualification in 1988	Training courses undertaken				Some training undertaken	No training undertaken	Total
		External training		In-house	On-the-job			
		Employer supported	Total					
— per cent —								(’000)
<i>Hours usually worked —</i>								
Part-time	20.3	1.8	6.0	21.9	65.5	72.9	27.1	1,409.3
1-15	27.0	*0.8	5.5	15.9	64.0	72.2	27.8	581.5
16-29	15.5	2.1	5.7	26.0	64.9	71.8	28.2	599.9
30-34	16.1	3.7	8.0	26.2	70.8	77.5	22.5	227.9
Full-time	15.8	7.6	10.8	38.3	73.5	80.7	19.3	5,295.5
35-39	15.2	5.7	8.3	36.9	72.3	79.7	20.3	1,913.7
40	16.6	6.2	9.1	34.5	71.9	78.6	21.4	1,706.9
41-44	17.5	8.2	12.7	43.8	77.5	85.4	14.6	321.1
45-48	17.2	11.5	15.7	45.6	77.5	84.7	15.3	558.8
49 and over	13.8	12.2	16.7	42.5	75.4	82.9	17.1	794.9
<i>Whether permanent or casual employee —</i>								
Permanent	15.5	7.7	11.0	39.8	73.2	80.5	19.5	5,367.0
Casual	21.9	1.2	5.2	15.2	66.3	73.2	26.8	1,337.7
<i>Size of location (employees) —</i>								
Under 10	18.2	3.9	7.5	19.9	71.2	76.1	23.9	1,539.7
10-19	16.6	4.1	7.4	26.4	72.4	77.3	22.7	800.0
20-99	16.5	6.2	9.8	37.6	72.8	80.3	19.7	1,869.4
100 and over	16.3	9.2	12.5	46.5	72.0	81.4	18.6	2,347.3
Don't know	13.2	*2.4	5.7	18.6	59.3	66.3	33.7	148.3
<i>Sector —</i>								
Public	16.7	8.4	12.6	52.4	74.4	83.7	16.3	1,928.8
Private	16.8	5.6	8.7	27.8	70.8	77.2	22.8	4,776.0
Total	16.8	6.4	9.8	34.9	71.8	79.0	21.0	6,704.7

Source: *How Workers Get Their Training, Australia (6278 0)*

**CHART 9.4. PERSONS WHO HAD A WAGE OR SALARY JOB IN THE
LAST 12 MONTHS: PARTICIPATION IN TRAINING BY OCCUPATION,
AUSTRALIA, 1989**



**CHART 9.5. PERSONS WHO HAD A WAGE OR SALARY JOB IN THE
LAST 12 MONTHS: PARTICIPATION IN TRAINING BY INDUSTRY AND
FULL-TIME/TOTAL WORKERS, AUSTRALIA, 1989**



CHAPTER 10

INTERNATIONAL COMPARISONS

In many countries, including Australia, statistics on labour are based on standard concepts and definitions recommended by the International Labour Organisation (ILO). However, these definitions are applied by individual countries in different ways according to national circumstances with the result that the statistics are often not comparable.

For labour force statistics, this problem is further compounded by the variety of collection methodologies and counting rules used in different countries. Some countries, including Australia, conduct regular household and employer surveys while others obtain their statistics as a by-product of administrative systems. The ILO generally recommends the survey approach as it provides better coverage and a close adherence to the international recommendations.

International comparisons of labour force statistics are compiled by a number of organisations including the ILO and the Organisation for Economic Co-operation and Development (OECD). These organisations make some adjustments to figures supplied by the various national statistical organisations in order to make the data more comparable and conform more closely to ILO standards.

The following tables have been derived primarily from the data compiled by ILO and OECD and, where possible, data are presented for the period 1982 to 1992. The figures given for Australia may differ slightly from those given earlier in this publication because of the adjustments made to the Australian series to allow for international comparability and to conform fully with ILO standards. The countries shown are those for which comparable data are generally available.

Population

Over the ten years 1982 to 1992 large population increases were recorded in Australia (15%), Canada (12%) and the USA (10%). These three countries also experienced large increases between 1989 and 1992 (4.2%, 4.6% and 3.3% respectively). The population of Germany increased moderately over the ten-year period (3.0%) only the UK (2.6%) and Italy (2.4%) having smaller increases. During the three years 1989 to 1992, however, Germany's population increased by a relatively large 2.4 per cent compared to that of the UK (1.0%) and Italy (0.8%).

TABLE 10.1. ESTIMATED MID-YEAR POPULATION FOR SELECTED COUNTRIES, 1982 TO 1992
(million)

Year	Australia	USA	Japan	Germany	Italy	UK	France	Canada	Sweden	New Zealand
1982	15.18	232.19	118.48	78.29	56.64	56.31	54.48	24.58	8.33	3.16
1983	15.38	234.32	119.31	78.08	56.84	56.35	54.73	24.79	8.33	3.20
1984	15.56	236.37	120.08	77.80	57.00	56.46	54.95	24.98	8.34	3.23
1985	15.79	238.49	120.84	77.62	57.14	56.62	55.17	25.16	8.35	3.25
1986	16.02	240.68	121.49	77.63	57.25	56.76	55.39	25.35	8.37	3.25
1987	16.26	242.84	122.09	77.72	57.34	56.93	55.63	25.62	8.40	3.28
1988	16.53	245.06	122.61	78.12	57.44	57.07	55.88	25.91	8.44	3.29
1989	16.83	247.34	123.12	78.68	57.54	57.24	56.16	26.24	8.49	3.31
1990	17.09	249.92	123.54	79.57	57.66	57.41	56.73	26.60	8.56	3.35
1991	17.34	252.69	123.92	79.82	57.05	57.65	57.05	27.03	8.64	3.38
1992	17.53	255.60	123.34	80.60	58.00	57.80	56.90	27.44	8.68	3.40

Note: Many of the estimates in the above table have been revised since the previous issue of this publication.

Source: OECD Labour Force Statistics, 1970-1990; United Nations, Monthly Bulletin of Statistics, April 1993; 1991 and 1992 World Population Data Sheet, Population Reference Bureau, Inc.

Civilian Labour Force

The Australian labour force increased by 12 per cent between 1987 and 1992, compared to increases of 5.9 per cent in the USA and 6.0 per cent in Canada. The Federal Republic of Germany showed a similar increase (5.7%) to the USA and Canada while the Japanese labour force grew by 8.1 per cent.

The Japanese labour force also grew strongly over the two years 1990 to 1992 (3.0%), followed by the Federal Republic of Germany (2.0%), Australia (1.9%) and the USA (1.8%). Decreases in the labour force over this period were experienced by Sweden (2.5%) and the UK (1.3%).

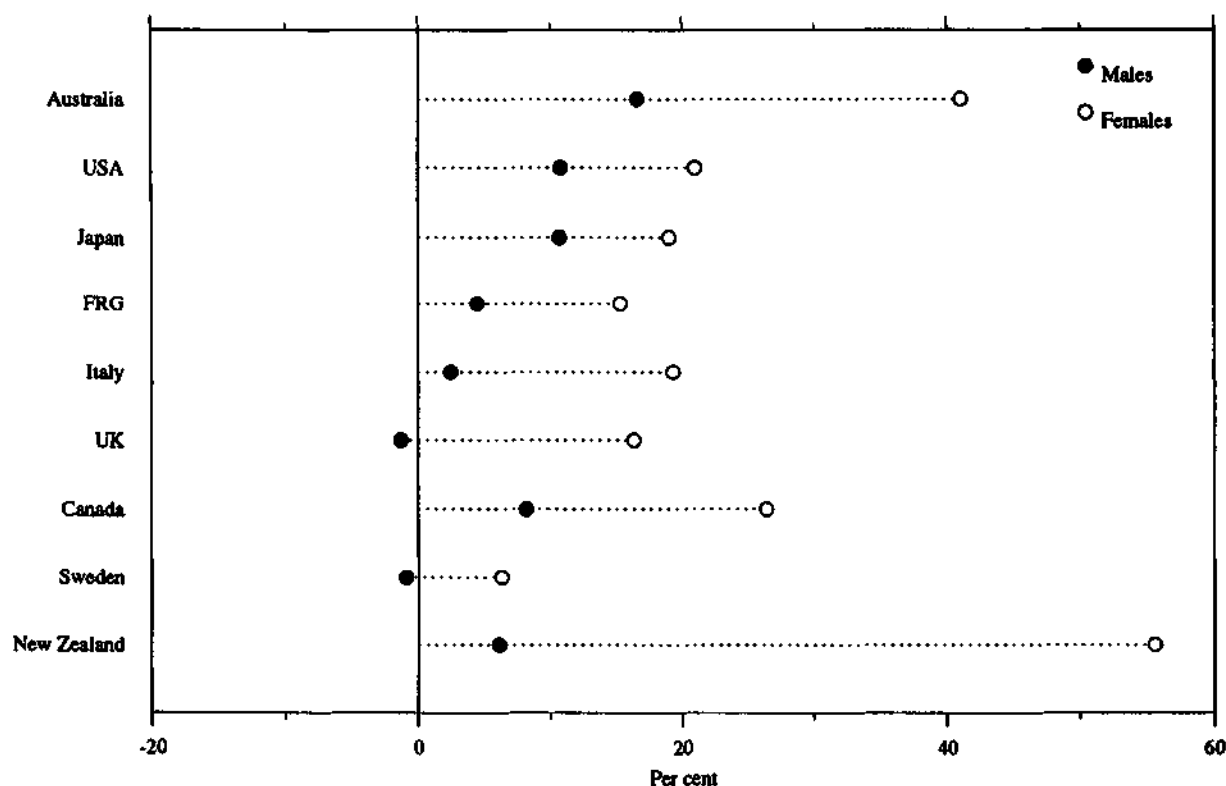
TABLE 10.2. CIVILIAN LABOUR FORCE: SELECTED COUNTRIES, 1982 TO 1992
(^{'000})

Year(a)	Australia	USA	Japan(b)	Federal Republic of Germany	Italy	UK	France	Canada	Sweden(b)	New Zealand
1982	6,841	110,204	57,740	28,026	22,220	26,354	23,163	11,926	4,357	1,329
1983	6,928	111,550	58,890	28,067	22,490	26,288	23,142	12,109	4,375	1,342
1984	7,070	113,544	59,270	28,135	22,722	26,939	23,304	12,316	4,391	1,358
1985	7,248	115,461	59,630	28,366	22,890	27,389	23,357	12,532	4,424	1,387
1986	7,516	117,834	60,200	28,659	23,225	27,469	23,445	12,746	4,385	1,608
1987	7,694	119,865	60,840	28,855	23,416	27,661	23,555	13,011	4,421	1,620
1988	7,892	121,669	61,660	29,082	23,687	27,939	23,606	13,275	4,471	1,591
1989	8,233	123,869	62,700	29,246	23,698	28,119	23,720	13,503	4,527	1,573
1990	8,441	124,787	63,840	29,880	23,966	28,195	23,865	13,681	4,577	1,596
1991	8,517	125,303	65,050	30,222	24,063	27,998	24,079	13,757	4,552	1,618
1992	8,599	126,982	65,780	30,490	24,112	27,837	n.a.	13,797	4,464	(b)1,635

(a) Annual averages. (b) Total labour force.

Source: OECD Labour Force Statistics, 1970-1990; OECD Quarterly Labour Force Statistics, 1/1993; Key Statistics, New Zealand, March 1993.

CHART 10.1. CIVILIAN LABOUR FORCE: PERCENTAGE CHANGE
BETWEEN 1982 AND 1992 BY SEX, SELECTED COUNTRIES



Source: OECD Labour Force Statistics, 1970-1990; OECD Quarterly Labour Force Statistics, 1/1993.

TABLE 10.3. CIVILIAN LABOUR FORCE: PARTICIPATION RATES, SELECTED COUNTRIES, 1981 TO 1991
(per cent)

Year(a)	Australia	USA	Japan	Italy(b)	UK	France	Canada	Sweden	New Zealand
1981	60.5	60.8	63.4	49.7	59.0	54.4	63.1	64.5	56.4
1982	59.8	60.9	63.4	49.1	58.6	54.5	62.4	64.5	56.6
1983	59.5	60.9	63.8	49.1	58.2	54.0	62.7	64.5	55.9
1984	59.7	61.3	63.4	49.1	59.2	54.0	63.1	63.6	55.7
1985	60.1	61.6	63.0	49.1	60.1	53.7	63.5	63.9	56.2
1986	61.0	62.1	62.8	49.4	60.2	53.5	63.9	63.9	64.7
1987	61.2	62.6	62.6	49.4	59.9	53.3	64.9	64.1	64.2
1988	61.4	63.0	62.6	49.4	60.2	53.0	64.9	64.5	62.4
1989	62.5	63.6	62.9	49.3	60.8	53.0	65.1	64.9	61.2
1990	63.1	65.7	63.4	49.0	63.3	53.5	65.1	65.2	61.3
1991—									
Males	73.6	71.5	77.4	63.1	70.8	61.4	72.6	68.9	68.5
Females	51.6	55.4	50.6	35.6	50.2	44.9	56.6	60.7	52.3
Persons	62.5	63.1	63.7	48.9	60.2	52.9	64.4	66.2	60.4

(a) Annual averages. (b) For population aged 14 and over.

Source: OECD Labour Force Statistics, 1970-1990, unpublished data.

Civilian Employment

The proportion of persons employed in agriculture in Australia in 1992 was 5.3 per cent. In Canada, the proportion was 4.3 per cent and in Japan 6.4 per cent, while in New Zealand a much higher 11 per cent was recorded. Of employed persons in the USA, only 2.9 per cent were employed in agriculture in 1992 while in the UK the proportion was even lower at 2.2 per cent.

In Japan 35 per cent of employed persons were in manufacturing in 1992, second only to the Federal Republic of Germany with 39 per cent. The percentage for Australia was 24, compared to 25 in the USA and 23 in Canada.

Canada and the USA had a high proportion employed in Services (both 73%) in 1992, leading the UK and Australia (both 71%). The proportions in Japan and in the Federal Republic of Germany were relatively low (59% and 58% respectively).

TABLE 10.4. CIVILIAN EMPLOYMENT/POPULATION RATIOS: SELECTED COUNTRIES, 1981 TO 1991
(per cent)

Year(a)	Australia	USA	Japan	Italy(b)	UK	France	Canada	Sweden	New Zealand
1981	57.6	56.1	62.0	45.7	53.6	50.3	58.4	62.9	54.4
1982	56.4	55.0	61.9	44.9	52.4	49.9	55.7	62.5	54.6
1983	54.4	55.1	62.1	44.4	51.5	49.4	55.6	62.3	52.8
1984	55.1	56.7	61.7	44.1	52.6	48.6	55.3	61.6	52.5
1985	55.8	57.2	61.4	44.0	53.1	48.1	57.3	62.1	53.9
1986	56.9	57.8	61.0	43.8	53.2	47.8	58.3	62.2	62.2
1987	56.3	58.7	60.8	43.4	53.6	47.6	58.7	62.9	61.6
1988	57.2	59.5	61.1	43.4	55.2	47.6	59.9	63.5	58.9
1989	58.9	60.2	61.5	43.3	57.0	47.9	60.2	64.0	56.8
1990	58.6	62.2	62.1	43.6	59.7	48.5	59.8	64.2	56.6
1991—									
Males	66.1	66.5	75.9	58.6	63.1	57.1	64.7	66.9	61.0
Females	47.1	51.8	49.5	29.9	47.9	39.7	51.1	59.3	47.4
Persons	56.5	58.9	62.4	43.7	55.3	48.1	57.8	63.0	54.1

(a) Annual averages. (b) For population aged 14 and over.

Source: OECD Labour Force Statistics, 1970-1990; unpublished data.

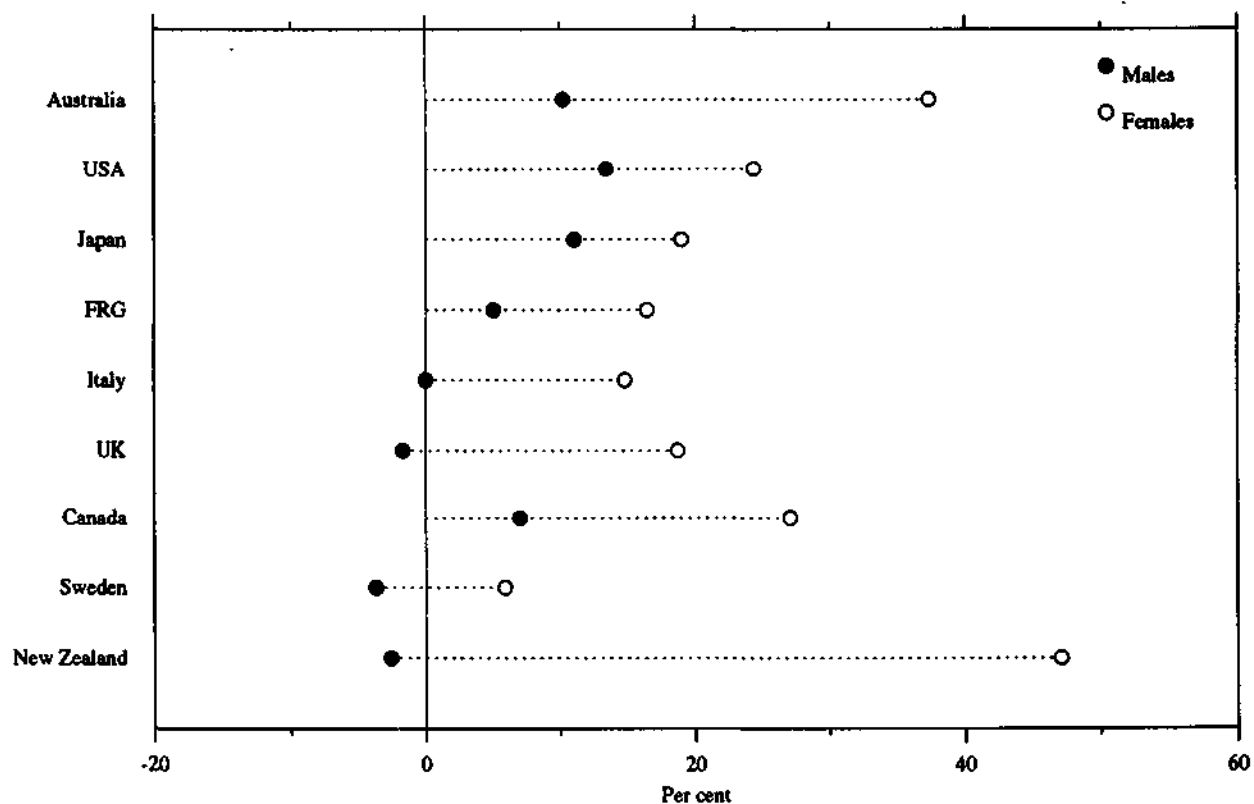
TABLE 10.5. CIVILIAN EMPLOYMENT : SELECTED COUNTRIES, 1982 TO 1992
(^{'000})

Year(a)	Australia	USA	Japan	Federal Republic of Germany	Italy	UK	France	Canada	Sweden	New Zealand
1982	6,379	99,526	56,380	26,193	20,297	23,584	21,240	10,618	4,220	1,282
1983	6,241	100,834	57,330	25,809	20,350	23,304	21,168	10,675	4,224	1,266
1984	6,466	105,005	57,660	25,869	20,418	23,909	20,981	10,932	4,255	1,281
1985	6,676	107,150	58,070	26,062	20,508	24,210	20,915	11,221	4,299	1,329
1986	6,919	109,597	58,530	26,431	20,614	24,240	20,955	11,531	4,269	1,544
1987	7,092	112,440	59,110	26,626	20,584	24,755	21,023	11,861	4,337	1,554
1988	7,353	114,968	60,110	26,835	20,818	25,598	21,196	12,245	4,399	1,502
1989	7,728	117,342	61,280	27,209	20,832	26,376	21,455	12,486	4,466	1,461
1990	7,850	117,914	62,490	27,997	21,215	26,639	21,684	12,572	4,508	1,472
1991	7,705	116,877	63,690	28,533	21,410	25,757	21,782	12,340	4,431	1,461
1992	7,669	117,598	64,360	28,682	21,444	25,159	..	12,246	4,250	1,467

(a) Annual averages.

Source: OECD Labour Force Statistics, 1970-1990; OECD Quarterly Labour Force Statistics, 1/1993; Key Statistics, New Zealand, March 1993.

CHART 10.2. CIVILIAN EMPLOYMENT: PERCENTAGE CHANGE
BETWEEN 1982 AND 1992 BY SEX, SELECTED COUNTRIES



Source: OECD Labour Force Statistics, 1970-1990; OECD Labour Force Statistics, 1/1993.

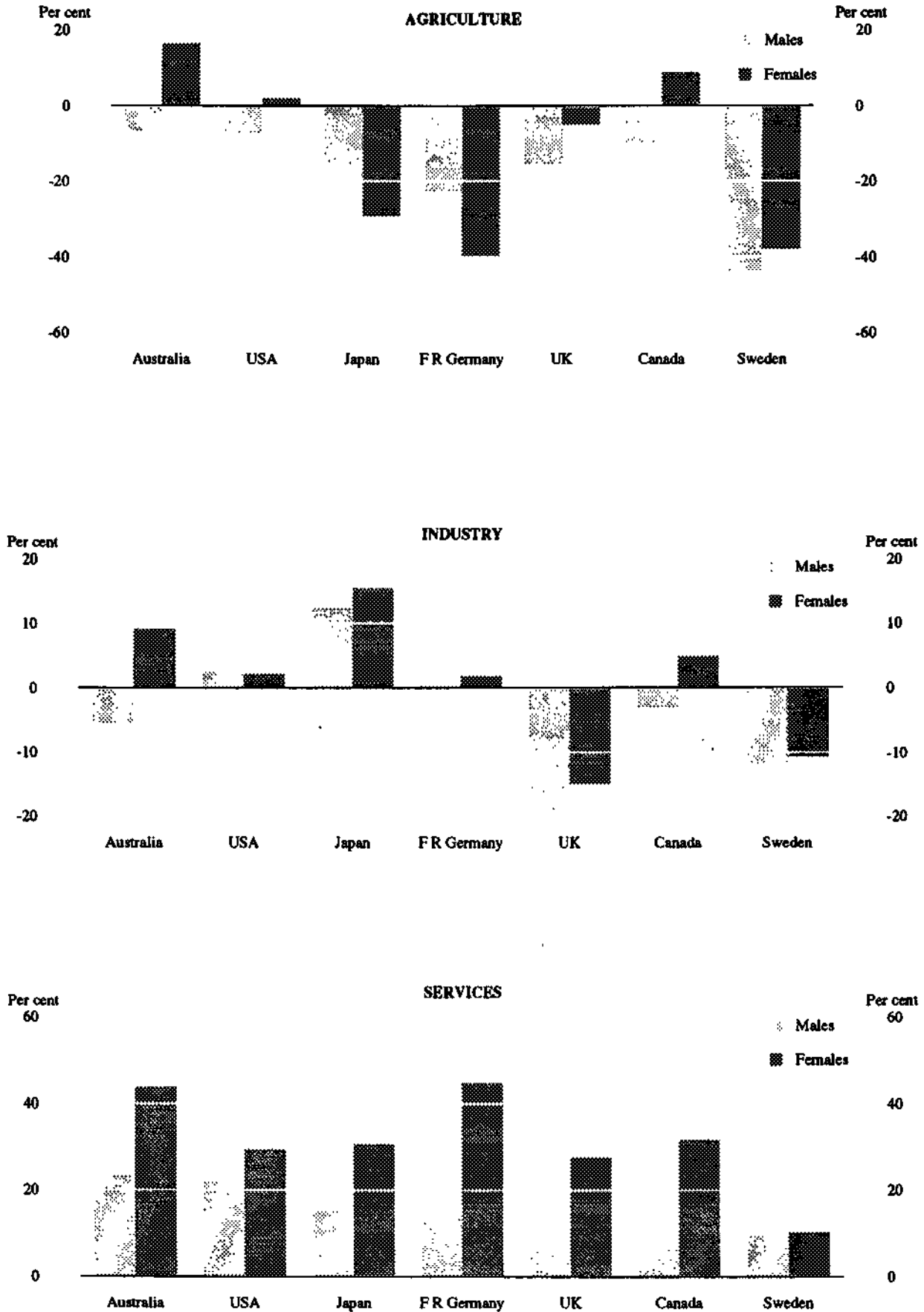
TABLE 10.6. DISTRIBUTION OF CIVILIAN EMPLOYMENT BY ECONOMIC SECTOR: SELECTED COUNTRIES,
1982 TO 1992
(per cent)

Year	Australia	USA	Japan	Federal Republic of Germany	Italy	UK	France	Canada	Sweden	New Zealand
AGRICULTURE(a)										
1982	6.4	3.6	9.7	5.0	12.4	2.7	8.2	5.3	5.6	11.4
1983	6.6	3.5	9.3	5.0	12.4	2.7	7.9	5.5	5.4	11.2
1984	6.2	3.3	8.9	4.8	11.9	2.6	7.8	5.4	5.1	11.2
1985	6.2	3.1	8.8	4.6	11.2	2.5	7.6	5.1	4.8	11.1
1986	6.0	3.1	8.5	4.4	10.9	2.5	7.3	4.9	4.2	10.6
1987	5.7	3.0	8.3	4.2	10.5	2.4	7.0	4.8	3.9	10.4
1988	5.8	2.9	7.9	4.0	9.9	2.3	6.7	4.5	3.8	10.4
1989	5.3	2.9	7.6	3.7	9.3	2.1	6.4	4.3	3.6	10.3
1990	5.6	2.8	7.2	3.5	8.8	2.1	6.0	4.2	3.3	10.6
1991	5.5	2.9	6.7	3.4	8.5	2.2	5.8	4.5	3.2	10.7
1992	5.3	2.9	6.4	3.2	8.2	2.2	n.a.	4.3	3.2	10.8
INDUSTRY(b)										
1982	29.5	28.4	34.9	42.1	37.1	34.6	34.6	26.4	30.3	32.7
1983	28.0	28.0	34.8	41.4	36.1	33.3	33.8	25.5	29.9	32.2
1984	27.9	28.5	34.8	41.1	34.5	32.2	32.9	25.7	29.8	32.1
1985	27.3	28.0	34.9	41.0	33.6	31.6	32.0	25.3	29.8	32.4
1986	26.9	27.7	34.5	40.8	33.1	30.7	31.4	25.1	30.1	28.8
1987	26.2	27.1	33.8	40.4	32.6	30.1	30.8	25.1	29.7	27.3
1988	26.4	26.9	34.1	39.9	32.4	29.7	30.3	25.5	29.5	26.0
1989	26.5	26.7	34.3	39.8	32.4	29.4	30.1	25.5	29.4	25.5
1990	25.4	26.2	34.1	39.8	32.7	28.7	29.9	24.6	29.1	24.6
1991	24.2	25.3	34.4	39.2	32.3	27.5	29.5	23.2	28.2	23.5
1992	23.9	24.6	34.6	38.7	32.2	26.6	n.a.	22.7	26.6	22.8
SERVICES(c)										
1982	64.1	68.0	55.4	52.9	50.5	62.8	57.3	68.3	64.1	55.9
1983	65.3	68.5	56.0	53.6	51.5	64.0	58.3	69.0	64.7	56.6
1984	65.9	68.2	56.3	54.1	53.6	65.2	59.3	69.0	65.1	56.7
1985	66.4	68.8	56.4	54.4	55.2	65.9	60.4	69.6	65.3	56.5
1986	67.1	69.3	57.1	54.8	56.0	66.8	61.3	69.9	65.6	60.6
1987	68.1	69.9	57.9	55.4	56.8	67.5	62.2	70.1	66.3	62.4
1988	67.8	70.2	58.0	56.0	57.7	68.1	63.0	69.9	66.7	63.6
1989	68.1	70.5	58.2	56.5	58.2	68.5	63.5	70.2	67.0	64.3
1990	69.0	70.9	58.7	56.7	58.5	69.2	64.1	71.2	67.4	n.a.
1991	70.4	71.8	58.9	57.4	59.2	70.3	64.8	72.3	68.4	65.5
1992	70.8	72.5	59.0	58.1	59.6	71.2	n.a.	73.0	70.0	66.2

(a) Agriculture, forestry, fishing and hunting. (b) Mining and quarrying; Manufacturing; Electricity, gas and water; Construction. (c) Transportation; Communication; Public utilities; Trade; Finance; Public administration; Private household services; and Miscellaneous services.

Source: OECD Labour Force Statistics, 1970-1990; OECD Quarterly Labour Force Statistics, 1/1993; Key Statistics, New Zealand, March 1993.

CHART 10.3. CIVILIAN EMPLOYMENT: PERCENTAGE CHANGE BETWEEN 1982 AND 1992, SEX AND ECONOMIC SECTOR BY SELECTED COUNTRIES



Source: OECD Labour Force Statistics, 1970-1990, OECD Quarterly Labour Force Statistics, 1/1993.

TABLE 10.7. EMPLOYED PERSONS BY OCCUPATION, SELECTED COUNTRIES, 1991
(per cent)

	Australia	USA	Japan	Canada	Sweden
Professional, technical and related workers	11.2	17.0	11.5	18.2	32.7
Administrative and managerial workers	13.1	12.8	4.0	13.5	..
Clerical and related workers	6.1	15.7	18.9	16.4	16.6
Sales workers	15.0	11.9	14.8	9.7	9.3
Service workers	17.3	13.7	8.7	13.3	9.6
Agriculture, animal husbandry and forestry workers, fishermen and hunters	14.9	3.0	6.7	4.4	3.3
Production and related workers, transport equipment operators and labourers	22.4	26.0	35.0	24.5	28.3
Workers not classifiable by occupation	..	..	0.4	..	0.2
Total	100.0	100.0	100.0	100.0	100.0

Source: ILO Year Book of Labour Statistics, 1992.

Hours of Work

Average hours worked per week in manufacturing in 1992 equalled or exceeded 40 in the USA (40.7), New Zealand (40.4) and Japan (40.0). Germany recorded 39.2 hours while averages in Canada and Australia were somewhat lower at 37.8 and 37.4 respectively.

In total non-agricultural activities in 1992, Canada recorded a relatively low average hours worked per week of 30.8 hours, consistent with recent years. Germany (39.3), Japan (38.8) and New Zealand (38.5) worked longer hours with Australia (34.4) continuing to record between 34 and 35 average hours worked per week in non-agricultural activities.

TABLE 10.8. AVERAGE HOURS OF WORK PER WEEK IN NON-AGRICULTURAL ACTIVITIES: SELECTED COUNTRIES
1981 TO 1991

Year	Australia (a)	USA (b)	Japan (a)	Germany (b)(c)	UK (d)	France (e)	Canada (b)(f)	Sweden	New Zealand (a)(b)
MANUFACTURING									
1981	37.4	39.8	41.0	41.1	n.a.	40.3	38.5	37.4	39.6
1982	36.1	38.9	40.9	40.7	41.0	39.3	37.7	37.6	39.6
1983	35.5	40.1	41.1	40.5	42.9	38.9	38.4	37.7	39.5
1984	36.2	40.7	41.7	41.0	43.5	38.7	38.5	38.1	40.4
1985	36.9	40.5	41.5	40.7	43.7	38.6	38.8	38.3	40.7
1986	37.0	40.7	41.1	40.4	43.7	38.7	38.7	38.3	39.6
1987	37.3	41.0	41.3	40.1	43.8	38.7	38.8	38.4	40.2
1988	37.9	41.1	41.8	40.0	44.3	38.8	38.8	38.5	39.9
1989	37.7	41.0	41.4	39.9	44.5	38.8	38.7	38.5	40.5
1990	38.1	40.8	40.8	39.5	44.3	38.8	38.2	38.5	40.7
1991	37.4	40.7	40.0	39.2	42.9	38.7	37.8	38.4	40.4
TOTAL NON-AGRICULTURAL ACTIVITIES									
1981	34.7	35.2	40.4	41.2	n.a.	40.8	..	35.4	38.6
1982	33.8	34.8	40.3	40.7	42.1	39.6	..	35.6	38.8
1983	33.5	35.0	40.4	40.5	42.4	39.3	32.4	35.7	38.9
1984	33.8	35.2	40.7	40.9	42.5	39.1	32.5	36.0	39.4
1985	34.4	34.9	40.6	40.7	43.6	39.0	32.5	36.3	39.6
1986	34.1	34.8	40.4	40.5	43.6	39.0	32.3	36.5	38.9
1987	34.5	34.8	40.6	40.2	43.7	39.1	32.0	37.1	38.8
1988	34.9	34.7	40.6	40.2	44.1	39.1	32.1	37.2	38.6
1989	34.6	34.6	40.2	40.1	44.3	39.1	31.7	37.5	38.8
1990	34.8	34.5	39.5	39.7	44.2	39.1	31.3	37.5	38.7
1991	34.4	34.3	38.8	39.3	43.5	39.1	30.8	37.3	38.5

(a) Employees. (b) Hours paid for. (c) The series relates to the Federal Republic of Germany prior to 3 October 1990. (d) Full-time workers on adult rates of pay. (e) Wage earners. (f) Employees paid by the hour.

Source: ILO Yearbook of Labour Statistics, 1989-90, and 1992; ILO Bulletin of Labour Statistics, 1993-1, unpublished data.

Unemployment

From 1990 to 1992 the standardised unemployment rate increased in Australia, the USA, the UK, France, Canada, Sweden and New Zealand. The highest rate in 1992 was experienced by Canada (11.2%) followed by Australia (10.7%). Relatively low rates were recorded in 1992 by the Federal Republic of Germany and Sweden (both 4.8%) while Japan had a very low rate of 2.2 per cent.

The unemployment rate for persons aged under 25 years in 1992 in Australia was 17.2 per cent. In Italy it was 30.8 per cent with relatively high rates also being experienced in France (19.5%) and New Zealand (18.8%). Japan recorded 4.5 per cent.

For persons aged 25 years and over, the unemployment rate was 7.4 per cent in Australia compared to 9.0 per cent in Canada, 7.8 per cent in New Zealand and 1.7 per cent in Japan.

TABLE 10.9. UNEMPLOYED PERSONS: STANDARDISED UNEMPLOYMENT RATES(a), SELECTED COUNTRIES, 1982 TO 1992 (per cent)

Year(b)	Australia	USA	Japan	Federal Republic of Germany	Italy	UK	France	Canada	Sweden	New Zealand
1982	7.1	9.5	2.4	5.9	8.4	11.3	8.1	10.9	3.2	n.a.
1983	9.9	9.5	2.6	7.7	8.8	12.4	8.3	11.8	3.5	n.a.
1984	8.9	7.4	2.7	7.1	9.4	11.7	9.7	11.2	3.1	n.a.
1985	8.2	7.1	2.6	7.1	9.6	11.2	10.2	10.4	2.8	n.a.
1986	8.0	6.9	2.8	6.4	10.5	11.2	10.4	9.5	2.7	r4.0
1987	8.0	6.1	2.8	6.2	10.9	10.3	10.5	8.8	1.9	r4.1
1988	7.2	5.4	2.5	6.2	11.0	r8.6	10.0	7.7	1.6	5.6
1989	6.1	5.2	2.3	5.6	10.9	r7.2	9.4	7.5	1.4	7.1
1990	6.9	5.4	2.1	4.9	10.3	r6.8	8.9	8.1	1.5	r7.8
1991	9.5	6.6	2.1	r4.4	9.9	r8.7	9.4	10.2	2.7	10.3
1992	10.7	7.3	2.2	4.8	9.9	10.0	10.2	11.2	4.8	10.3

(a) National rates will differ where coverage of unemployment differs from that of the ILO, or when a denominator other than the total labour force is used. See the Technical Notes. (b) Annual averages.

Source: OECD Quarterly Labour Force Statistics, 1/1993.

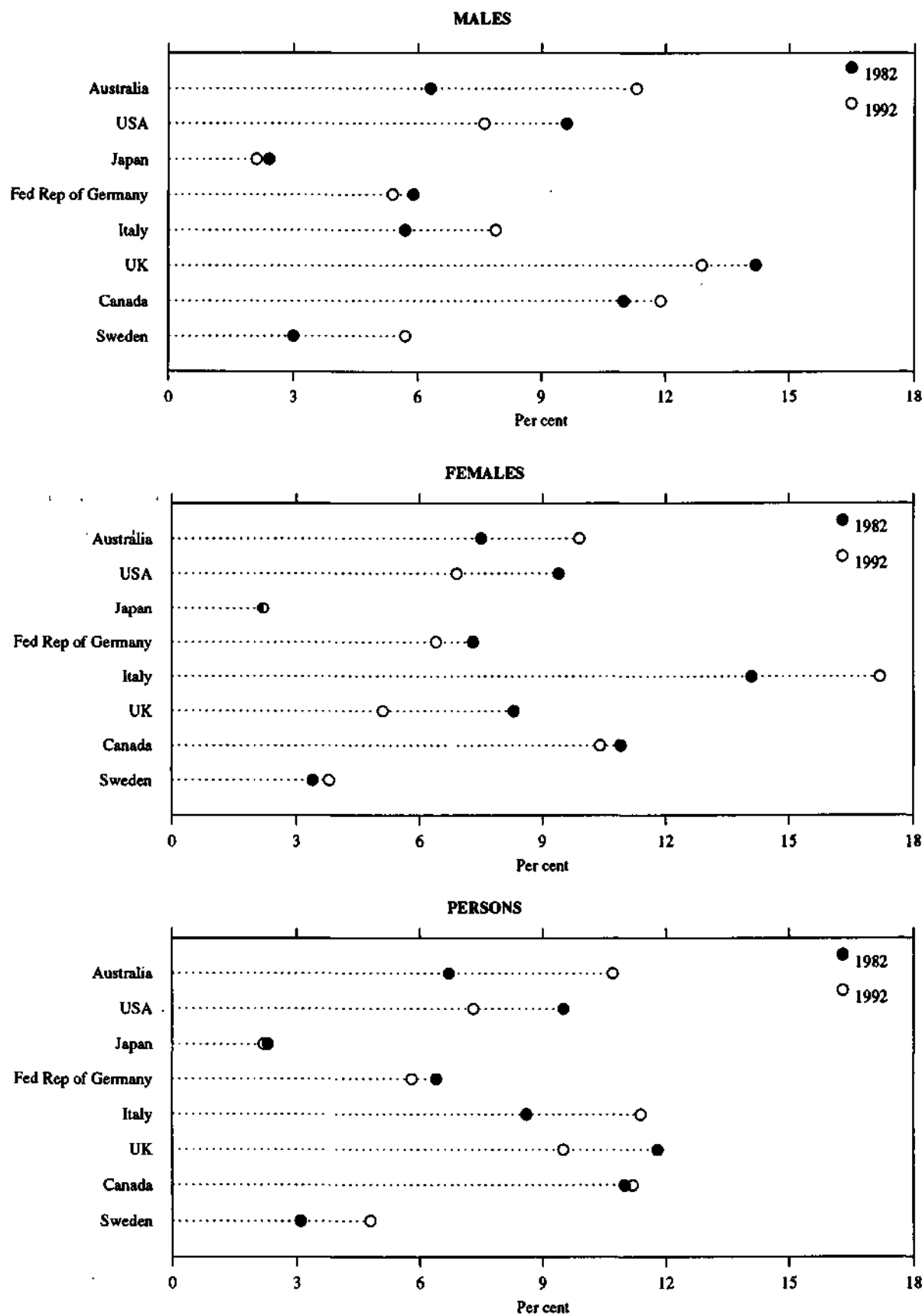
TABLE 10.10. UNEMPLOYMENT RATES: AGE, SELECTED COUNTRIES, 1981 TO 1991 (per cent)

Year(a)	Australia	USA	Japan	Federal Republic of Germany	Italy	UK	France	Canada	Sweden	New Zealand
PERSONS AGED UNDER 25 YEARS										
1981	10.8	14.3	4.0	r6.4	25.8	17.9	17.0	13.3	6.3	n.a.
1982	12.9	17.0	3.9	r9.3	28.0	23.1	19.0	18.8	7.6	n.a.
1983	17.9	16.4	4.5	r11.0	30.5	23.4	19.7	19.8	8.0	n.a.
1984	16.5	13.3	4.9	r10.2	32.9	21.8	24.4	17.8	6.0	n.a.
1985	14.3	13.0	4.8	r9.9	33.9	21.5	25.6	16.3	5.8	n.a.
1986	14.5	12.7	5.2	r9.0	34.5	20.5	23.4	15.1	5.6	7.9
1987	14.6	11.7	5.2	r8.5	35.5	17.3	23.0	13.7	4.2	8.0
1988	12.8	10.6	4.9	r7.7	34.5	11.8	21.7	12.0	3.3	10.9
1989	10.4	10.5	4.5	r6.4	33.6	8.3	19.1	11.3	3.0	13.5
1990	13.3	10.7	4.3	n.a.	31.4	8.1	19.3	12.8	3.5	14.1
1991	17.2	12.9	4.5	n.a.	30.8	12.9	19.5	16.2	6.1	18.8
PERSONS AGED 25 YEARS AND OVER										
1981	3.7	5.4	2.0	r4.0	r3.8	7.5	4.9	5.6	1.8	n.a.
1982	4.5	7.3	2.1	r5.7	4.0	8.5	5.5	8.4	2.3	n.a.
1983	7.1	7.4	2.4	r7.1	r4.6	8.9	5.8	9.4	2.6	n.a.
1984	6.0	5.7	2.4	r7.3	4.9	9.0	6.7	9.3	2.6	n.a.
1985	5.8	5.5	2.3	r7.3	5.1	9.5	7.4	8.7	2.3	n.a.
1986	5.8	5.4	2.4	r7.1	r6.0	9.9	7.8	8.0	2.1	2.7
1987	5.7	4.7	2.5	r7.4	6.7	8.9	8.5	7.5	1.4	2.7
1988	5.0	4.2	2.2	r7.5	r7.1	7.2	8.3	6.7	1.3	3.9
1989	4.3	4.0	1.9	r6.9	7.4	r5.5	8.1	6.6	1.0	5.1
1990	5.1	4.3	1.8	n.a.	r7.0	r4.9	r7.8	7.0	1.1	5.8
1991	7.4	5.3	1.7	n.a.	6.8	7.1	7.7	9.0	2.0	7.8

(a) Annual averages.

Source: OECD Labour Force Statistics, 1970-1990.

**CHART 10.4 UNEMPLOYED PERSONS: UNEMPLOYMENT RATES
BY SEX, SELECTED COUNTRIES**



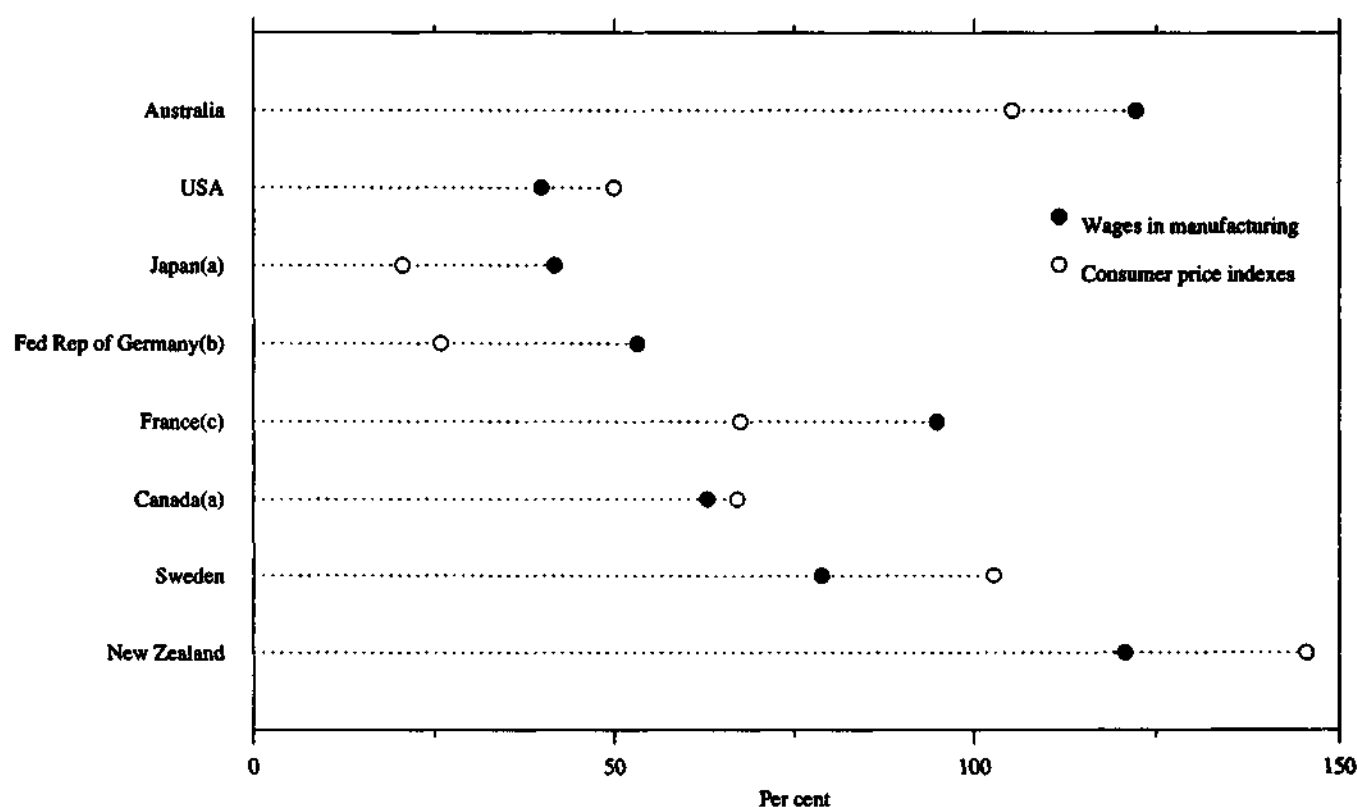
Source: OECD Labour Force Statistics, 1970-1990; OECD Quarterly Labour Force Statistics, 1/1993.

Movement in Wages and Consumer Price Index

The USA and Japan continued to contain wage increases in manufacturing, recording percentage increases of 40 per cent and 42 per cent respectively for the ten-year period 1981 to 1991. The Federal Republic of Germany (53%) and Canada (63%) also experienced relatively modest increases over this period while Australia recorded an increase of 122 per cent, higher than the increase for New Zealand (121%).

Increases in the consumer price index over the ten years 1981 to 1991 were lowest for Japan (21%) and the Federal Republic of Germany (26%). The USA and Canada recorded increases of 50 per cent and 67 per cent respectively. Larger increases were experienced in Sweden (103%), Australia (105%) and New Zealand (145%).

CHART 10.5. PERCENTAGE CHANGE IN CONSUMER PRICE INDEXES AND WAGES IN MANUFACTURING, SELECTED COUNTRIES, 1981 TO 1991



(a) Employee wages. (b) The wages in manufacturing series includes the former People's Republic of Germany from 3 October 1990. (c) Adult wages.

Source: ILO Year Book of Labour Statistics 1991 and 1992; ILO Bulletin of Labour Statistics 1993-1; Manufacturing Establishments: Details of Operations by Industry Class, Australia, 1980-81 (8203.0), Manufacturing Industry, Australia, 1990-91 (8221.0).

Industrial Disputes

Working days lost per thousand employees as a result of industrial disputes remained low in Japan and Germany in recent years at 10 days or less per annum. By contrast, Australia lost 265 days in 1991, 18 per cent above the average lost per annum for the three years 1988 to 1990 (225). Canada experienced a loss of 230 days in 1991, 43 per cent less than the 1988 to 1990 annual average of 407 and New Zealand lost 90 days in 1991, much lower (65%) than the annual average for 1988 to 1990 of 257.

TABLE 10.11. INDUSTRIAL DISPUTES: NUMBER OF DISPUTES, WORKERS INVOLVED, WORKING DAYS LOST, AND WORKING DAYS LOST PER THOUSAND EMPLOYEES, SELECTED COUNTRIES, 1981 TO 1991

Year	Australia (a)	USA (b)	Japan (c)	Germany (d)(e)	Italy	UK (d)	France (f)(g)	France (h)	Canada (a)	Sweden	New Zealand (i)
NUMBER OF DISPUTES											
1981	2,915	145	955	n.a.	2,204	1,338	2,405	n.a.	1,048	68	291
1982	2,060	96	944	n.a.	1,747	1,528	3,113	n.a.	677	46	333
1983	1,787	81	893	n.a.	1,565	1,352	2,837	n.a.	645	92	333
1984	1,965	62	596	n.a.	1,816	1,206	2,537	3,014	717	206	364
1985	1,895	54	627	n.a.	1,341	903	1,901	7,278	r829	160	383
1986	1,754	69	620	n.a.	1,469	1,074	1,391	2,681	r735	75	215
1987	1,517	46	474	n.a.	1,149	1,016	1,391	r1,457	r668	72	193
1988	1,508	40	498	n.a.	1,769	781	r1,852	1,898	r548	144	172
1989	1,402	51	362	n.a.	1,297	701	r1,743	1,781	r627	139	171
1990	1,193	44	284	n.a.	1,094	r630	1,529	1,558	r579	126	137
1991	1,036	40	n.a.	n.a.	n.a.	369	1,318	1,330	460	23	71
WORKERS INVOLVED ('000)											
1981	1,247.2	728.9	247.1	253.3	8,226.6	1,512.5	329.0	n.a.	338.6	99.2	135.0
1982	706.1	655.8	215.7	40.0	10,483.0	2,102.9	397.7	467.9	444.3	5.1	156.0
1983	470.2	909.4	224.1	94.1	6,844.2	573.8	(j)453.6	617.2	329.3	14.4	140.7
1984	560.3	376.0	155.1	537.3	7,356.5	1,464.3	(j)505.2	555.0	186.8	23.7	160.3
1985	570.5	323.9	123.4	78.2	4,842.8	791.3	(j)273.6	549.1	r162.2	124.5	182.2
1986	691.7	533.2	118.0	115.5	3,606.7	720.2	(j)261.6	456.0	r483.6	66.3	100.6
1987	608.8	174.3	101.0	155.0	4,272.7	887.4	(j)223.2	358.5	r582.1	10.5	80.1
1988	894.4	118.3	74.9	33.5	2,712.1	790.0	(j)326.4	403.2	r206.8	95.2	104.0
1989	709.8	452.1	85.8	43.9	4,451.8	727.0	(j)243.6	298.5	r444.8	34.1	78.9
1990	729.9	184.9	84.3	257.2	1,634.0	r298.2	(j)222.0	277.8	r270.5	73.2	50.0
1991	1,181.6	392.0	n.a.	208.2	n.a.	176.0	(j)225.6	408.6	249.0	2.5	51.9
WORKING DAYS LOST ('000)											
1981	4,189.3	16,908.0	553.7	58.4	10,527.0	4,266.0	1,441.6	1,495.6	8,878.5	209.1	388.1
1982	1,980.4	9,061.2	538.1	15.1	18,563.0	5,313.0	2,250.2	2,327.2	5,795.4	1.8	330.0
1983	1,641.4	17,461.0	506.9	40.8 (k)	14,003.0	3,754.0	1,321.0	1,483.6	4,444.0	36.9	371.8
1984	1,307.4	8,498.8	354.1	5,617.6 (k)	8,703.3	27,135.0	1,316.8	1,357.0	3,871.8	31.3	424.9
1985	1,256.2	7,079.1	264.1	34.4 (k)	3,830.7	6,402.0	726.7	884.9	r3,125.5	504.2	756.4
1986	1,390.7	11,861.0	253.4	28.0 (k)	5,643.7	1,920.0	567.6	1,041.4	r7,106.4	682.7	1,329.1
1987	1,311.9	4,468.8	256.1	33.3 (k)	4,605.7	3,546.0	511.5	969.0	r3,811.5	14.7	366.3
1988	1,641.4	4,381.4	173.8	41.9 (k)	3,315.1	3,702.0	1,094.0	1,241.6	r4,899.1	797.4	381.7
1989	1,202.4	16,530.0	219.1	100.4 (k)	4,436.1	4,128.0	r800.2	r904.3	r3,701.4	409.7	193.3
1990	1,376.5	5,925.5	144.5	363.6	5,181.3	r1,903.0	528.0	693.7	r5,082.6	770.4	330.9
1991	1,610.6	4,583.6	n.a.	153.6	n.a.	761.0	497.3	665.5	2,580.1	21.7	101.5
WORKING DAYS LOST PER THOUSAND EMPLOYEES (l)											
1981	797	190	10	(m)	730	200	..	80	890	50	360
1982	348	100	10	(m)	1,280	250	..	130	610	(l)	300
1983	249	190	10	(m)	980	180	..	80	460	10	340
1984	248	90	10	250	610	1,280	..	80	400	10	380
1985	228	70	10	(m)	270	300	..	50	310	130	660
1986	242	120	10	(m)	390	90	..	60	680	170	1,060
1987	223	40	10	(m)	320	160	..	50	360	—	290
1988	269	40	(m)	(m)	230	170	..	70	440	200	320
1989	190	150	(m)	(m)	300	180	..	50	330	100	170
1990	217	50	(m)	10	340	80	..	40	450	190	280
1991	265	40	n.a.	10	n.a.	30	..	40	230	10	90

(a) Excludes disputes in which time lost is less than 10 staff days. (b) Excludes disputes lasting less than a full day or shift, and disputes involving less than 1,000 workers. (c) Excludes disputes lasting less than half a day. (d) Includes disputes lasting less than one day only if more than 100 working days lost. (e) The series relate to the Territory of the Federal Republic of Germany before 3 October 1990. (f) Excludes Agriculture and Public administration. (g) Localised strikes. (h) Compensates localised and generalised strikes. (i) Excludes public sector conflicts. (j) Monthly average converted to an annual average. (k) Working hours lost converted to working days lost. (l) Many of the estimates have been revised since the previous issue of this publication. (m) Less than 5 days lost per thousand employees.

Source: ILO Year Book of Labour Statistics, 1991, 1992; Industrial Disputes, Australia, February 1993 (6321.0); UK Department of Employment Gazette, Great Britain, December 1992.

DATA SOURCES

Following are the data sources for the tables and charts in each chapter of this publication. Also set out are the catalogue numbers for ABS data sources and page references for the related technical notes.

<i>Title</i>	<i>ABS Catalogue No.</i>	<i>Technical notes Page No.</i>
<i>Chapter 1—Socio-Demographic Characteristics of the Population</i>		
Australian Demographic Statistics	3101.0	157
Projections of the Population of Australia, States and Territories, 1989 to 2031	3222.0	157
Overseas Arrivals and Departures	3404.0	158
Labour Force Status and Other Characteristics of Migrants, Australia	6250.0	158
Labour Force Status and Other Characteristics of Families, Australia	6224.0	158
Labour Force Status and Educational Attainment, Australia	6235.0	160
Participation in Education, Australia	6272.0	158
<i>Chapter 2—The Labour Force</i>		
The Labour Force, Australia	6203.0	159
Labour Force Experience, Australia	6206.0	159
Transition from Education to Work, Australia	6227.0	160
Labour Force Status and Educational Attainment, Australia	6235.0	160
Labour Force Status and Other Characteristics of Families, Australia	6224.0	160
Persons Who Had Re-entered the Labour Force, Australia	6264.0	160
Persons Who Have Left the Labour Force, Australia	6267.0	160
Retirement and Retirement Intentions, Australia	6238.0	160
Labour Force Status and Other Characteristics of Migrants, Australia	6250.0	159
<i>Chapter 3—Employment and Underemployment</i>		
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Labour Mobility, Australia	6209.0	161
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Transition from Education to Work, Australia	6227.0	160
Career Paths of Qualified Nurses, Australia	6277.0	162
Career Paths of Persons with Trade Qualifications, Australia	6243.0	162
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Job Search Experience of Unemployed Persons, Australia	6222.0	163
Successful and Unsuccessful Job Search Experience, Australia	6245.0	163
Labour Force Experience, Australia	6206.0	159
Labour Force Status and Educational Attainment, Australia	6235.0	160
Labour Force Status and Other Characteristics of Families, Australia	6224.0	160
Job Vacancies, Australia (to May 1989)	6231.0	163
Job Vacancies and Overtime, Australia	6354.0	163
<i>Chapter 5—Persons Not in the Labour Force</i>		
Persons Not in the Labour Force, Australia	6220.0	163
The Labour Force, Australia	6203.0	159
Transition from Education to Work, Australia	6227.0	160

DATA SOURCES—continued

Title	ABS Catalogue No.	Technical notes Page No.
<i>Chapter 6—Award Rates, Earnings, Labour Costs and Employment Benefits</i>		
Award Rates of Pay Indexes, Australia	6312.0	164
Average Weekly Earnings, States and Australia	6302.0	164
Consumer Price Index, Australia	6401.0	164
Distribution and Composition of Employee Earnings and Hours, Australia	6306.0	165
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Trade Union Members, Australia	6325.0	166
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<i>Chapter 9—Training</i>		
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How Workers Get Their Training, Australia	6278.0	168
<i>Chapter 10—International Comparisons</i>		
World Population Data Sheet of the Population Reference Bureau Inc 1991, 1992
OECD Labour Force Statistics, 1970-1990
OECD Quarterly Labour Force Statistics, No. 1/1993
Key Statistics, New Zealand, March 1993
ILO Yearbook of Labour Statistics, 1989-90, 1991 and 1992
ILO Bulletin of Labour Statistics, 1993-1
Industrial Disputes, Australia, February 1993	6321.0	165
Department of Employment Gazette, Great Britain, December 1992
United Nations Monthly Bulletin of Statistics, April 1993
Manufacturing : Details of Operation by Industry Class, Australia	8203.0	..
Manufacturing Industry, Australia, 1990-91	8221.0	..

SUPPLEMENTARY AND SPECIAL SURVEYS RELATING TO THE LABOUR FORCE

Although emphasis in the population survey is placed on the regular collection of data on demographic and labour force characteristics, supplementary and special surveys of particular aspects of the labour force are carried out from time to time. The results of these surveys on labour force and related topics are published separately as shown below.

<i>Title of Publication</i>	<i>Catalogue No.</i>
Alternative Working Arrangements, Australia, March to May 1982, September to November 1986	6341.0
Annual and Long Service Leave Taken, Australia, May 1988 to April 1989	6317.0
Career Experience, Australia. Three-yearly. First issue February 1993	6254.0
Career Paths of Persons with Trade Qualifications, Australia, 1989	6243.0
Career Paths of Qualified Nurses, Australia, 1989	6277.0
Child Care, Australia, May 1969, 1973, 1977; June 1980; November 1984; June 1987; November 1990	4402.0
Employment Benefits, Australia. Two-yearly. Latest issue August 1992	6334.0
How Workers Get Their Training, Australia, 1989	6278.0
Income Distribution Survey, Australia, Persons with Earned Income, 1986, 1990	6546.0
Job Search Experience of Unemployed Persons, Australia. Annually. Latest issue July 1993	6222.0
Labour Force Experience, Australia. Annually. Latest issue March 1993	6206.0
Labour Force Status and Educational Attainment, Australia. Annually. Latest issue February 1993	6235.0
Labour Force Status and Other Characteristics of Families, Australia. Annually. Latest issue June 1992	6224.0
Labour Force Status and Other Characteristics of Migrants, Australia, September 1990	6250.0
Labour Mobility, Australia. Two yearly. Latest issue February 1992	6209.0
Multiple Jobholding, Australia. Four-yearly. Latest issue July 1991	6216.0
Participation in Education, Australia. (Formerly Labour Force Status and Educational Attendance). Annually. Latest issue September 1992	6272.0
Persons Employed at Home, Australia, April 1989, March 1992	6275.0
Persons Not in the Labour Force, Australia. Annually. Latest issue September 1992	6220.0
Persons Who Had Re-entered the Labour Force, Australia, May 1985, May 1987, May 1990, May 1993	6264.0
Persons Who Have Left the Labour Force, Australia, November 1985, April 1988, April 1991	6267.0
Retirement and Retirement Intentions, Australia, November 1986, November 1989, October 1992	6238.0
Successful and Unsuccessful Job Search Experience, Australia. Two-yearly. Latest issue July 1992	6245.0
Superannuation, Australia, February 1974, September to November 1982, November 1988, November 1991	6319.0
Trade Union Members, Australia. Two-yearly. Latest issue August 1992	6325.0
Transition From Education to Work, Australia. Annually. Latest issue May 1992	6227.0
Underemployed Workers, Australia, May 1988, May 1991	6265.0
Weekly Earnings of Employees (Distribution), Australia. Annually. Latest issue August 1992	6310.0

TECHNICAL NOTES

1. Data for tables and charts included in the chapters of this publication have been obtained from a number of different sources. Information on the method of collection and concepts used, etc. is set out below.

2. Reference should be made to the publication *A Guide to Labour Statistics* (6102.0) which describes the concepts, methodology and sources of the ABS labour market data within the conceptual frameworks underlying the collection of these data. The Guide is structured broadly according to subject matter topics similar to the chapter headings used in this publication.

3. Much of the data presented in the publication has been obtained from sample surveys, especially household surveys (such as the labour force survey and its supplements) and surveys of employers. Estimates for all surveys are subject to two sources of error:

(a) *sampling error*—since the estimates are based on information obtained from a sample of employers or households they, and the movements derived from them, may differ from the figures that would have been produced if all employers or households had been included in the survey. Specific publications relating to those surveys include technical details on the size of sampling errors for the various estimates.

(b) *non-sampling error*—inaccuracies may occur because of imperfections in reporting by respondents and interviewers and errors made in coding and processing data. These inaccuracies may occur in any enumeration, whether it be a full count or a sample. Every effort is made to reduce the non-sampling error to a minimum by careful design of questionnaires, intensive training and supervision of interviewers, and efficient operating procedures.

4. The individual publications referred to below generally contain more information on statistical error in respect of the series they contain.

CHAPTER 1—SOCIO-DEMOGRAPHIC CHARACTERISTICS OF THE POPULATION

Australian Demographic Statistics (3101.0)

5. This publication contains estimated resident populations for the States, Territories and Australia. It also includes quarterly estimates of the components of population change by State of usual residence as well as other demographic series, rates and measures. Estimated resident population statistics are based on full census counts of usual residents adjusted to compensate for census underenumeration and to include an estimate of Australian residents overseas at the time of the census. These census-date population estimates are up-dated quarterly (again from full counts) using birth and death registration data, overseas arrival and departure statistics (permanent and

long term only), and, for the State populations, estimates of interstate migration. (There is therefore no sampled component in the estimated resident population series.) After each census, final estimates for the preceding intercensal period are provided by incorporating an additional adjustment (intercensal discrepancy) to ensure that the total intercensal increase agrees with the difference between the estimated resident population at the two successive census dates.

6. These adjustments are the reason for the apparent anomalies in Chart 1.2 between the sum of the components of population increase (natural increase and net overseas migration gain) and total population increase.

7. An explanation of the 'usual residence' conceptual basis for population estimates is given in the ABS information paper entitled *Population Estimates: An Outline of the New Conceptual Basis of ABS Population Estimates* (3216.0), released on 29 March 1982. An ABS technical paper, *Methods and Procedures in the Compilation of Estimated Resident Population 1981 and in the Construction of the 1971-81 Time Series* (3103.0), was issued on 11 March 1983.

8. The overseas migration component of population change comprises net permanent and long-term overseas movements as recorded on passenger cards completed by incoming and outgoing travellers, for the Department of Immigration, and Ethnic Affairs. Short-term movements as such are excluded but an adjustment for the net effect of *category jumping* has been included since July 1976. This adjustment is necessary because net permanent and long-term migration figures can be affected by changes in travel intentions, as when an Australian resident departing for a short-term visit overseas (stating that he/she intends to stay abroad for less than 12 months) in fact stays for more than 12 months, thereby changing his/her travel category from short-term to long-term. An ABS technical paper, *Estimates of Residents Temporarily Overseas, Visitors in Australia and Category Jumping* (3104.0), was published on 10 March 1983.

9. In this publication (6101.0), population estimates have generally been rounded to the nearest hundred. The unrounded figures shown in Table 1.1 are published only for the convenience of readers who may wish to calculate their own per capita rates and indexes. They should not be assumed to be accurate to the last digit.

Projections of the Populations of Australia, States and Territories, 1989 to 2031 (3222.0)

10. This publication contains summary results of projections of the population of the States, Territories and Australia for the period 1989 to 2031, by age group, based on estimates of the population at 30 June 1989. (These estimates do not yet include any adjustment in accordance with 1991 census results. A new set of projections, based on final 1991 census results, is expected to be published around February 1994.)

11. The projections are not intended as predictions or forecasts; they are illustrations of population growth which would occur if certain selected assumptions of future demographic trends were realised. While these assumptions are based on an examination of past demographic trends and survey data on family formation, there is no certainty that they will or will not be realised. No attempt has been made to incorporate in these projections possible effects of economic depressions or booms, wars, natural disasters or other significant factors of this nature.

12. Alternative projections have been provided in the publication in recognition of the uncertainty of future movements in demographic trends, and to give users a range of options. The projections are also intended to serve both as a framework and a point of departure for other organisations and individuals working in the field of population projections.

13. The projections take as their starting point the estimated resident population of Australia by sex and single year of age at 30 June 1989. The four sets of projections are based on the following assumptions:

A and B: Annual net overseas migration gain falling from 128,500 in 1989-90 to 125,000 in 1990-91, remaining constant thereafter; total fertility rate declining from 1.83 in 1989 to 1.78 in 1998, remaining constant thereafter.

C: Annual net overseas migration gain as for Series A and B; total fertility rate declining from 1.83 in 1989 to 1.66 in 1998, remaining constant thereafter.

D: Annual net overseas migration gain falling from 128,500 in 1989-90 to 125,000 in 1990-91, remaining constant until 1993-94 and then declining to 80,000 in 1998-99, remaining constant thereafter; total fertility rate as for Series C.

14. All four sets of projections use the same mortality assumption, i.e. commencing with the age-sex specific rates recorded for 1986-88, mortality declines to year 1996 according to rates of decline between the two periods 1979-83 and 1984-88; from 1996 the decline continues, but according to the average rates of decline between the five periods 1964-68, 1969-73, 1974-78, 1979-83 and 1984-88.

Labour Force Projections, 1992-2005 (6260.0)

15. This publication contains projections of the labour force and participation rates for Australia for the period 1992-2005. The projections are not intended to be predictions or forecasts but are illustrations of growth and change in the age-sex structure of the labour force if certain stated demographic, social and economic assumptions apply over the projection period.

16. Two sets of labour force projections are presented, by age and sex, employing the assumptions embodied in Series A and D of the current ABS population projections (see paragraph 13).

Overseas Arrivals and Departures (3404.0)

17. Persons arriving in or departing from Australia are required to complete prescribed questionnaires in the form of Incoming and Outgoing Passenger cards. These cards serve as the source of statistics of overseas arrivals and departures.

18. Overseas arrival and departure statistics are derived from a combination of full enumeration and sampling. Fully enumerated strata cover all permanent movements and all movements with a duration of stay of one year or more. All movements with a duration of stay of less than one year are sampled and, therefore, statistics relating to these movements are estimates which may differ from statistics which would have been obtained if details of all these movements had been processed. Further information on this topic can be obtained from the publication *Overseas Arrivals and Departures (3404.0)*.

Labour Force Status and Other Characteristics of Migrants, Australia (6250.0)

19. For technical details see paragraph 31 below.

Labour Force Status and Educational Attainment, Australia (6235.0)

20. For technical details see paragraph 35 below.

Participation in Education, Australia (6272.0)

21. Information presented in this publication relates to current attendance of persons aged 15 to 24 years at an educational institution. Data include type of institution attending, level of course of study, whether studying full-time or part-time and type of school attending or last attended. The scope of this survey is the same as that of the Monthly Labour Force Survey except that it excludes persons aged 25 years and over, the institutionalised and persons permanently unable to work. Similar data have been collected in an annual supplementary survey since 1988 — prior to 1991, the publication was titled *Labour Force Status and Educational Attendance, Australia (6272.0)*.

Labour Force Status and Other Characteristics of Families, Australia (6224.0)

22. For technical details see paragraphs 36 and 37 below.

CHAPTER 2—LABOUR FORCE

CHAPTER 3—EMPLOYMENT AND UNDEREMPLOYMENT

CHAPTER 4—UNEMPLOYMENT

CHAPTER 5—PERSONS NOT IN THE LABOUR FORCE

23. Data pertaining to the labour force characteristics of the population as shown in Chapters 2 to 5 were obtained mainly from the ABS household surveys, especially the labour force survey and the various supplementary surveys. Data pertaining to employed wage and salary earners and job vacancies are obtained from employer based surveys.

The Labour Force, Australia (6203.0)

24. The labour force survey is based on a multi-stage area sample of private dwellings (currently about 29,000 houses, flats, etc.) and non-private dwellings (hotels, motels, etc.) and covers about one half of one per cent of the population of Australia. The information is obtained from the occupants of selected dwellings by carefully chosen and specially trained interviewers. The interviews are generally conducted during the two weeks beginning on the Monday between the 6th and 12th of each month. The information obtained relates to the week before the interview (i.e. the reference week).

25. The labour force survey includes all persons aged 15 and over except:

- (a) members of the permanent defence forces;
- (b) certain diplomatic personnel of overseas governments, customarily excluded from census and estimated populations;
- (c) overseas residents in Australia; and
- (d) members of non-Australian defence forces (and their dependents) stationed in Australia.

26. The labour force category to which a person is assigned depends on the *actual activity* undertaken during the reference week (i.e. whether working, looking for work, etc.).

27. From April 1986, the definition of employed persons was changed to include persons who worked without pay between 1 and 14 hours per week in a family business or on a farm (i.e. unpaid family helpers). Previously, such persons who worked 1 to 14 hours, or had such a job but were not at work, were defined as either unemployed or not in the labour force, depending on whether they were actively looking for work. In this issue, estimates for months prior to April 1986 are on the old basis, and estimates for April 1986 and later months are based on the new definition. For further information, see paragraphs 36 and 37 of the Explanatory Notes in the February 1987 issue of *The Labour Force, Australia* (6203.0).

28. Labour force survey estimates for the period January 1984 to January 1989 were revised following the 1986 Census of Population and Housing. The revisions were necessary to ensure that comparisons of labour force survey estimates from February 1989 (based on 1986 census population totals) with estimates for the period January 1984 to January 1989 (previously based on 1981 census population totals) could be made on a sound basis. Otherwise such comparisons would be distorted by an

unquantified effect due solely to a change in estimates of the population. An examination of the revised estimates between June 1981 and June 1986 showed that the effects on labour force survey estimates for the period before January 1984 were inconsequential, and that no meaningful purpose would be served by publishing revised estimates for that period.

29. Estimates from February 1978 to December 1983 are therefore based on 1981 Census of Population and Housing population benchmarks. Estimates prior to February 1978 are based on 1976 Census of Population and Housing benchmarks.

30. Following the change in official population estimates to a place of usual residence basis after the 1981 Census, the population benchmarks used in the estimation of labour force survey data are compiled according to place of usual residence. To coordinate with the new benchmarks, the labour force survey questionnaire was changed in October 1982 to enable identification of each respondent's place of usual residence. The estimates from October 1982 in this publication are wholly according to place of residence. Prior to October 1982, the estimates are based on a combination of place of enumeration and place of residence.

Labour Force Status and Other Characteristics of Migrants, Australia (6250.0)

31. All surveys prior to September 1990 were run in March. The estimates for this survey are not strictly comparable with those obtained from previous surveys. The scope of the surveys run prior to September 1990 included persons who arrived in Australia after 1960. In September 1990 the survey was restricted to persons who arrived in Australia after 1970. Historical estimates contained in this publication have been revised to enable comparisons of estimates from this survey to be made with those surveys conducted prior to September 1990.

Labour Force Experience, Australia (6206.0)

32. Data presented in this publication relate to the labour force experience of the civilian population aged 15 to 69 years during a given 12 month period. Information collected includes length of time people were working, looking for work or not in the labour force, the number of spells during which they were looking for work and other aspects of labour force experience. Similar data have been collected in a supplementary survey in most years since 1972.

33. It is impracticable to obtain information, relating to a 12 month reference period, which is strictly comparable with that obtained in the labour force survey (for which the reference period is one week). The definitions used in determining the labour force status of persons in the monthly survey depend on a detailed set of questions asked about a person's labour force activity during the reference period. For the survey of labour force experience, a person is assigned to a labour force category for each of the weeks in the year on the basis of a more limited set of questions. It is for this reason that the terms *worked* and *looked for work* are used in this survey rather than the

rigidly defined terms *employed* and *unemployed* used in the Monthly Labour Force Survey.

Transition from Education to Work, Australia (6227.0)

34. Information presented in this publication relates to attendance of persons aged 15 to 64 years at an educational institution in both the previous and current year, their educational attainment and labour force status. The scope of this survey is the same as that of the Monthly Labour Force Survey except that it excludes persons aged 65 years and over, the institutionalised and persons permanently unable to work. Similar data have been collected in a supplementary survey in most years since 1964. Definitions of the principal labour force categories are the same as those for the labour force survey.

Labour Force Status and Educational Attainment, Australia (6235.0)

35. Data presented in this publication relate to the highest educational qualifications attained by the civilian population. The scope of this survey is the same as that of the Monthly Labour Force Survey except that it excludes persons aged 70 years and over, the institutionalised and visitors to private dwellings. Information relating to the educational attainment of persons in the labour force has been collected in an annual supplementary survey since 1979. For persons with post-school qualifications the information sought included field of study and year and country in which their highest qualification was obtained, and for those who did not complete their schooling, it included the age at which they left school.

Labour Force Status and Other Characteristics of Families, Australia (6224.0)

36. Information presented in this publication relates to the labour force status of family members, their relationship to the family head and family composition.

37. Information about families in this survey was restricted to usual residents of private dwellings. In cases where it was not possible to obtain information relating to all family members (e.g. if a person was a member of the permanent defence forces and therefore excluded from the scope of the survey) the entire family was excluded.

Persons Who Had Re-entered the Labour Force, Australia (6264.0)

38. Information presented in this publication relates to characteristics of persons who had re-entered the labour force in the previous 12 months after a period of at least 12 months out of the labour force and who had worked continuously for at least 12 months at some earlier time. Details of previous job, reason left previous job and time since previous job are given.

39. It is impracticable to obtain information relating to a whole year which is strictly comparable with that obtained in the Monthly Labour Force Survey (for which the reference period is one week). The definitions used in determining the labour force status of persons in the

monthly survey depend on a detailed set of questions asked about a person's labour force activity during the reference period. For the Survey of Persons Who Had Re-entered the Labour Force a person is assigned to labour force categories at various points in time on the basis of a more limited set of questions. It is for this reason that the terms *worked* and *looked for work* are used in this survey rather than the rigidly defined terms *employed* and *unemployed* used in the monthly labour force survey.

Persons Who Have Left the Labour Force, Australia (6267.0)

40. Information presented in this publication relates to characteristics of persons who were out of the labour force at the time of the survey and who had left the labour force during the previous 12 months. Data include whether intended to return to the labour force, time since last left the labour force and main source of income.

41. It is impracticable to obtain information relating to a whole year which is strictly comparable with that obtained in the Monthly Labour Force Survey (for which the reference period is one week). The definitions used in determining the labour force status of persons in the monthly survey depend on a detailed set of questions asked about a person's labour force activity during the reference period. For the Survey of Persons Who Have Left the Labour Force a person is assigned to a labour force category on the basis of a more limited set of questions. It is for this reason that the terms *worked* and *looked for work* are used in this survey rather than the rigidly defined terms *employed* and *unemployed* used in the monthly labour force survey.

Retirement and Retirement Intentions, Australia (6238.0)

42. Information presented in this publication relates to persons aged 45 years and over who had retired or intend to retire from full-time work. Persons who had retired were asked about their age at retirement; retirement scheme membership and type of payment derived from such schemes; housing arrangements; and main source of income at retirement. Those persons who had not yet retired were asked whether they intended to retire from full-time work and, if so, were asked about their intended age at retirement; retirement scheme membership and type of payment expected from these schemes; current and expected housing arrangements; expected main source of income; and expected form of disbursement for any lump sum received at retirement.

Employed Wage and Salary Earners, Australia (6248.0)

43. This publication contains results of the quarterly Survey of Employment and Earnings which was introduced in the September quarter 1983. The survey is designed to obtain, from employer units, information on numbers of wage and salary earners employed each month and their quarterly earnings. It replaces the civilian employees series, based principally on information obtained from payroll tax returns, which was discontinued after April 1980.

44. Background information on the reasons for the introduction of the new survey is provided in *Information Paper: Review of ABS Employment Statistics* (6239.0) published on 8 July 1981. Further information on the differences in concepts, methodology and coverage of the old and new employment series is provided in *Information Paper: New Statistical Series: Employment, Average Weekly Earnings, Job Vacancies and Overtime* (6256.0) issued on 21 June 1984.

45. The survey is conducted by mail each quarter with data collected on monthly number of employees and quarterly earnings. For the first and last month of each quarter, only the total number of persons is collected; for the mid-month of each quarter, details of males and females, full-time and part-time are collected. All wage and salary earners who received pay in any pay period ending within the quarter were represented in the survey except:

- (a) members of the Australian permanent defence forces;
- (b) employees of enterprises in the private sector primarily engaged in agriculture, forestry, fishing and hunting;
- (c) employees in private households employing staff;
- (d) employees of overseas embassies, consulates, etc;
- (e) employees based outside Australia; and
- (f) employees on workers' compensation who are not paid through the payroll.

46. Also excluded are the following persons who are not regarded as employees for the purposes of this survey:

- (a) directors who are not paid a salary;
- (b) proprietors/partners of unincorporated businesses; and
- (c) self-employed persons such as subcontractors, owner/drivers, consultants and persons paid solely by commission without a retainer.

47. For the *private sector*, a sample of approximately 11,000 private employer units was selected from the ABS register of businesses to ensure adequate State and industry representation. The statistical unit for the survey comprises all activities of an enterprise in a particular State. Each statistical unit was classified to an industry which reflected the predominant activity of the enterprise in the State. In a small number of cases where an enterprise had a significant number of employees in more than one industry, a separate statistical unit was created for each industry. The statistical units were stratified by State, industry and size of employment and a simple random sample was selected for each stratum.

48. From the September Quarter 1988, public sector sampling was introduced, which reduced the number of

public sector statistical units from a complete enumeration of approximately 4,000 to a sample of 2,500.

49. To derive estimates for *employer size groups*, each of the approximately 11,000 statistical units (see paragraph 47) selected in the private sector is allocated a size classification based on the number of employees actually reported for the middle month of the quarter. This size classification reflects the employment size of an enterprise in a particular State or Territory and not the employment size of an enterprise Australia wide. Over a period, the composition of these size categories will vary as units migrate from one size group to another. This will have some effect on changes over time in the distribution of employment by size of enterprise.

50. While estimates of employed wage and salary earners are published for each month of the quarter, the survey is conducted quarterly and the sample of employer units is updated each quarter to reflect changes in the ABS register of business units from which the sample is selected. These changes arise from the emergence of new businesses, takeovers and mergers, changes to industry classification, changes in the number of employees, and businesses which have ceased operations. Such updating of the register can contribute to sudden changes to the estimates of employed wage and salary earners, and earnings.

51. The ABS has introduced new definitions and rules for recording units on the register with greater emphasis being given to the way organisations are structured and the type of data available from businesses' accounts. In order to correctly apply these new rules, the ABS introduced a program of visits to the largest private and public sector organisations in Australia to obtain up to date information on their structure and operations. The outcome of these visits and the adoption of new units definitions may result in changes over time in the survey estimates, as outlined in the preceding paragraph.

Measuring Employment and Unemployment (6279.0)

52. This publication contains information about the Monthly Labour Force Survey and provides a discussion of the Australian Labour Force framework. The publication also addresses the following issues relating to the measurement of employment, unemployment and under-employment; the reliability of CES registrations as a measure of unemployment; the use of data on the number of persons receiving a Jobsearch/Newstart Allowance as a measure of unemployment; the labour force status of unpaid workers; the 'one hour criterion' as the basis for measuring employment; the effects of sample size on the accuracy of estimates; and the labour force status of students.

Labour Mobility, Australia (6209.0)

53. Information presented in this publication relates to the mobility of the civilian population aged 15 to 69 years with respect to duration of current job, number of jobs held and other information during a 12-month period. Similar data have been collected in a supplementary survey in most years since 1972.

Multiple Job Holding, Australia (6216.0)

54. Information presented in this publication relates to the nature and extent of multiple job holding. Similar data have been collected in a supplementary survey two-yearly since 1965 and four-yearly since 1987.

Career Paths of Qualified Nurses, Australia (6277.0)

Career Paths of Persons with Trade Qualifications, Australia (6243.0)

55. These publications present results from the survey of Career Paths of Qualified Nurses and Career Paths of Persons with Trade Qualifications conducted throughout Australia during the months March, April, June and July 1989. For Career Paths of Qualified Nurses, information was obtained about persons who have ever qualified as either registered or enrolled nurses. Information collected includes nursing qualification and registration details, and occupational mobility (i.e. time in nursing, reason left nursing, breaks from nursing, nursing position held, etc.). For Career Paths of Persons with Trade Qualifications information was obtained about persons with trade qualifications recognised in Australia. Information collected includes frequency of use of trade skills, trade qualification details, and occupational mobility (i.e. time in trade, reason left trade, field of trade, breaks from trade, etc.).

56. The surveys covered both rural and urban areas in all States and Territories and included all persons aged 15 to 64 years except:

- (a) members of the permanent defence forces;
- (b) certain diplomatic personnel of overseas governments, customarily excluded from census and estimated populations;
- (c) overseas residents in Australia;
- (d) members of non-Australian defence forces (and their dependents) stationed in Australia;
- (e) persons who were permanently unable to work;
- (f) boarding school pupils not resident in households, some patients in hospitals and sanatoriums and inmates of gaols, reformatories, etc.; and
- (g) persons aged 15 to 20 years still at school.

57. The surveys were conducted on a sub-sample of the monthly population survey. In each of the months March, April, June and July 1989, one-eighth of the respondents to the Labour Force Survey were asked some additional questions by trained interviewers.

58. These questions were asked on an 'any responsible adult' basis to identify the target population for the surveys of Career Paths of Qualified Nurses and Career Paths of Persons with Trade Qualifications. This effectively resulted in a sample equal in size to half a normal monthly population survey sample (about 15,500 houses, flats, etc. and non-private dwellings). Information was then collected from the target population through personal interviews.

59. The estimates refer to information collected over four months and, due to seasonal factors, may not be representative of other periods throughout the year.

60. This is the first time a survey on the career paths of qualified nurses has been conducted in Australia.

61. However, results of a similar survey of tradespersons were published in *Career Paths of Persons with Trade Qualifications, Australia, September to November 1982* (6243.0). Due to considerable change in scope, collection methodology and content, care should be taken in any comparisons with the survey conducted in September to November 1982.

62. Unless otherwise stated, all characteristics referenced relate to the week before the interview and, if job related, refer to main job.

Underemployed Workers, Australia (6265.0)

63. Information presented in this publication relates to characteristics of underemployed workers, including type and duration of current period of underemployment, educational attainment and preferred number of extra hours.

64. The Resolution of the International Labour Organisation (ILO) Thirteenth International Conference of Labour Statisticians in October 1982 defined underemployment as follows:

'Underemployment exists when a person's employment is inadequate in relation to specified norms or alternative employment, account being taken of his or her occupational skill.'

65. The ILO recommended that statistical measurement be limited to visible underemployment. Visible underemployment reflects an insufficiency in the volume of employment (ie the hours worked). This is the approach adopted in this supplementary survey.

66. The term 'underemployment' has been used by the ABS for many years. It relates to persons working part-time who prefer to work more hours, plus full-time workers who did not work full-time hours in the reference week for economic reasons.

Employment, Underemployment and Unemployment, Australia (6246.0)

67. This publication analyses the trends in employment, underemployment, unemployment and marginal attachment to the labour force over the period 1966 to 1983.

68. The sources of data for tables and charts included in this publication are the ABS labour force surveys. References include *The Labour Force, Australia* (6203.0), *Labour Force Status and Other Characteristics of Families, Australia* (6224.0), *Job Search Experience of Unemployed Persons, Australia* (6222.0), *Labour Force Status and Educational Attainment, Australia* (6235.0), *Persons Not in the Labour Force, Australia* (6220.0). A comprehensive explanation of survey concepts and definitions may be found in the relevant paragraphs of this Technical Note and in the Glossary.

Superannuation, Australia (6319.0)

69. Information presented in this publication relates to the superannuation arrangements of persons aged between 15 and 74. Demographic and employment characteristics are available, together with details relating to superannuation including expected main source of income after retirement, amount contributed to superannuation and intended disbursement of lump sum payment.

70. For employees, additional data items include sector, whether permanent or casual and usual gross weekly pay. For people not covered by superannuation (who were previously covered) data available include reason has not joined a superannuation scheme, time in previous scheme and amount of lump sum payment (if received within the past 2 years).

71. Similar surveys have been conducted in 1974, 1982, 1988 and 1991. Due to considerable changes in scope, collection methodology and content, care should be taken in making comparisons of the 1991 survey with surveys prior to 1988.

Job Search Experience of Unemployed Persons, Australia (6222.0)

72. Information presented in this publication relates to characteristics of unemployed persons including difficulties in finding work, steps taken to find work, past employment experience, whether they had had offers of employment and their educational attainment.

Successful and Unsuccessful Job Search Experience, Australia (6245.0)

73. Information presented in this publication relates to persons who had started a job for wages or salary during the previous 12 months, method of job attainment, whether they were out of work prior to starting a job and details of the job. For persons who had looked for a job for wages or salary but had not started one, this publication gives details of their job search experience and the type of job they were looking for.

**Job Vacancies, Australia (6231.0) (to May 1989)
Job Vacancies and Overtime, Australia (6354.0)
(from August 1989)**

74. Information presented in this publication refers to vacancies in private and public sectors. The information is obtained from a sample survey of employers conducted on a quarterly basis.

75. All vacancies for wage and salary earners are represented in the survey except those:

- (a) in the Australian permanent defence forces;
- (b) in enterprises primarily engaged in agriculture, forestry, fishing and hunting;
- (c) in private households employing staff;
- (d) in overseas embassies, consulates, etc.; and
- (e) located outside Australia.

76. A sample of approximately 5,000 employers is selected from the ABS register of businesses to ensure adequate State and industry representation. The sample is updated each quarter to take account of new businesses, those which have ceased operation and structural changes such as takeovers and mergers. The statistical unit for the survey comprises all activities of an enterprise in a particular State or Territory. Each statistical unit is classified to an industry which reflects the predominant activity of the enterprise in the State or Territory. In a small number of cases where an enterprise has significant employment in more than one industry, a separate statistical unit is created for each industry. The statistical units are stratified by State, industry and size of employment and a simple random sample is selected from each stratum.

Persons Not in the Labour Force, Australia (6220.0)

77. Information presented in this publication relates to the labour force aspirations, availability for work and reasons for not seeking employment of persons aged 15 to 69 who were not in the labour force. Similar data have been collected in supplementary surveys since 1975.

78. The criteria determining those in the labour force are based on actual activity (i.e. working or looking for work) during the survey week. The criteria associated with marginal attachment to the labour force, in particular the concepts of wanting to work, reasons for not actively looking for work and availability to start work, are more subjective and are not based on respondents' actual activity. Hence, the measurement of these criteria is affected by the respondents' own interpretation of the concepts used. An individual respondent's interpretation is affected by such factors as the respondent's work aspirations, as well as family, economic and other commitments.

CHAPTER 6—AWARD RATES, EARNINGS, LABOUR COSTS AND EMPLOYMENT BENEFITS

79. Data pertaining to earnings and wages have been obtained from a number of sources. Information on the distribution of weekly earnings of wage and salary earners

is a product of the ABS population survey. Details on average weekly earnings are obtained from regular surveys of employers. Indexes of award rates of pay are derived from information provided in industrial awards, determinations and agreements.

Award Rates of Pay Indexes, Australia (6312.0)

80. Information presented in this publication refers to index numbers of weighted average weekly and hourly award rates of pay for full-time adult employees, classified by sex, State, industry and occupation group.

81. The Award Rates of Pay Indexes are produced monthly and are designed, like other indexes, to depict movements. They measure general trends in award rates of pay.

82. The current series of Award Rates of Pay Indexes have been compiled on a monthly basis from June 1985. The indexes are constructed by weighting award rates of pay for selected award classifications according to the pattern of employment existing in May 1985. The source used to base the indexes is the May 1985 Survey of Employee Earnings and Hours. The survey collected information on the industry and occupation of individual employees, on the award under which they are covered and on their award classification.

83. In the majority of cases the rates are prescribed in awards or determinations of Federal or State industrial relations authorities or in collective agreements registered with them. Rates prescribed in unregistered collective agreements are used where these are significant in the particular industries to which they refer.

84. Payments and conditions of employment specified under enterprise bargaining awards and agreements established since October 1991 are generally excluded from the compilation of these indexes. Thus, the indexes exclude any awards coming into effect since May 1985, except where an old award has been completely superseded by a new award or agreement. Similarly, as at 1 March 1993 all Victorian State awards ceased to exist and changes from this source will not be reflected in the indexes unless an expired award is superseded by a new award.

Average Weekly Earnings, States and Australia (6302.0)

85. The Survey of Average Weekly Earnings is designed to obtain, from employers, information on earnings in respect of a specified payweek each quarter. Background information about the average weekly earnings series is provided in *Information Paper: New Statistical Series: Employment, Average Weekly Earnings, Job Vacancies and Overtime* (6256.0) published on 21 June 1984, copies of which are available on request. A summary of the main differences in concepts, methods and coverage of the old and new earnings series is given in a further publication, *Information Paper: Average Weekly Earnings—New Series to Replace Former Payroll Tax Based Series* (6336.0) issued on 24 March 1982.

86. All wage and salary earners who received pay for the reference period are represented in the survey, except:

- (a) members of the Australian permanent defence forces;
- (b) employees of enterprises primarily engaged in agriculture, forestry, fishing and hunting;
- (c) employees in private households employing staff;
- (d) employees of overseas embassies, consulates, etc.;
- (e) employees based outside Australia; and
- (f) employees on workers' compensation who are not paid through the payroll.

87. Also excluded are the following persons who are not regarded as employees for the purposes of this survey:

- (a) directors who are not paid a salary;
- (b) proprietors/partners of unincorporated businesses; and
- (c) self-employed persons such as subcontractors, owner/drivers, consultants and persons paid solely by commission without a retainer.

88. The *reference period* for the survey refers to the last pay period ending on or before the third Friday of the middle month of the quarter.

Average Weekly Earnings, Australia 1941-1990 (6350.0)

89. This publication provides a historical series of Average Weekly Earnings (AWE) for Australia. A number of separate series have been linked together to form the series presented in this publication, in order to provide estimates of movements over time (1941-1990) in AWE. Links have not been able to be made for all series back to the same period of time. However, for key data such as average weekly total earnings for males, links have been established to provide data back to September quarter 1941. A comparison of annual percentage changes in average weekly total earnings and the Consumer Price Index for the period 1942-43 to 1989-90 is also included.

90. Comprehensive notes on the history and methodologies used by the ABS to collect and compile average weekly earnings estimates are presented as background to the data. Information about the method of linking different earnings series is also included.

Consumer Price Index, Australia (6401.0)

91. The Consumer Price Index (CPI) measures quarterly changes in the price of a 'basket' of goods and services which account for a high proportion of expenditures by metropolitan wage and salary earner households.

92. The results of the latest major review of the CPI were incorporated in the twelfth CPI series introduced in the September quarter 1992 issue of 6401.0. Details of the review are contained in the ABS *Information Paper: The*

Australian Consumer Price Index, 12 Series Review (6450.0).

93. Further information about the CPI is contained in a booklet entitled *A Guide to the Consumer Price Index* (6440.0) and in the publication *The Australian Consumer Price Index : Concepts, Sources and Methods* (6461.0).

Distribution and Composition of Employee Earnings and Hours, Australia (6306.0)

94. Information presented in this publication relates to a sample survey of employers, the Survey of Employee Earnings and Hours, conducted annually in May. The survey is designed to provide statistics on the distribution of employees according to average weekly earnings and hours, and on the composition of average weekly earnings and hours for various categories of employees and occupations by sex, industry, State, sector (private/government), and size of firm.

95. The 1992 survey was based on a sample of approximately 9,500 employers who in turn randomly selected employees in accordance with instructions supplied by the ABS. Data for 75,000 employees were obtained in the survey.

96. Occupation is classified according to the Australian standard Classification of Occupations (ASCO), based on the title and description of the employee's job. Care should be taken when comparing survey estimates based on ASCO groups with estimates based on the managerial/non-managerial status of employees. Status is determined and reported by the employer without reference to ASCO classifications.

97. Care should be taken when comparing the results of this survey with the quarterly Survey of Average Weekly Earnings. While the scope of the two surveys is the same, a different sample design and survey methodology is used. In addition, the size of the sample of the Employee Earnings and Hours Survey is much larger than that for the Average Weekly Earnings Survey. The former survey is therefore the preferred source of data when undertaking detailed analysis by industry and/or occupation.

Weekly Earnings of Employees (Distribution), Australia (6310.0)

98. In recent years supplementary surveys based on the population survey have been conducted throughout Australia every August to obtain information about the weekly earnings of wage and salary earners. Although similar data are available from other sources e.g. surveys of employees, the essential cross classificatory data collected in this survey from persons interviewed at their dwelling can only be obtained from this source. This survey is a primary source for information on the distribution of earnings. For the sake of brevity in the survey data, wage and salary earners are referred to as employees.

Labour Costs, Australia (6348.0)

99. This publication contains results of the Survey of Major Labour Costs and the 5-yearly supplementary Survey of Wage Costs. Information is collected on labour

costs incurred by both public and private sector employers in the reference year.

100. The survey of Major Labour Costs covers only the components: gross wages and salaries; severance, termination and redundancy payments; payroll tax payments; workers' compensation; superannuation; fringe benefits; and fringe benefits tax, which are estimated to represent over 90 per cent of all labour costs.

101. The survey of Wage Costs, run for the second time in 1991-92, provided supplementary data to labour costs information collected in the Survey of Major Labour Costs. Specifically, the survey collected information to enable gross wages and salaries to be broken down by payments for time worked, and other payments e.g. leave and public holidays, and bonuses and gratuities. From this information estimates of employer 'on-costs' were made.

Employment Benefits, Australia (6334.0)

102. In association with the August Labour Force Survey, information is obtained on a range of employment benefits provided by employers to employees (wage and salary earners). These data were first collected in 1979, and have been collected annually since 1983.

103. The mere availability of, or entitlement to a benefit (as defined) was not sufficient reason for its inclusion in the tables in this publication; with the exception of leave entitlements, only those benefits which were used or taken up were counted.

CHAPTER 7—HOURS OF WORK

104. Data pertaining to hours worked have been obtained from the ABS population survey system, which is discussed earlier in this Technical Note. Data on overtime hours worked are a product of the ABS sample survey of employers.

The Labour Force, Australia (6203.0)

105. For technical details see paragraphs 24 to 30 above.

Overtime, Australia (6330.0) (to May 1989) Job Vacancies and Overtime, Australia (6354.0) (from August 1989) (See also paragraphs 74 to 76.)

106. The ABS conducts a quarterly survey of employers to obtain information about overtime hours paid for and the number of people who received pay for overtime during a specified survey week. The survey is conducted in respect of the last week of the pay period ending on, or before the third Friday of the survey month. It should be kept in mind that the statistics presented may display short-term or seasonal fluctuations from quarter to quarter.

CHAPTER 8—INDUSTRIAL RELATIONS

Industrial Disputes, Australia (6322.0)

107. The ABS publishes a time series of annual statistics (and monthly statistics in *Industrial Disputes, Australia* (6321.0) on industrial disputes covering the number of industrial disputes, employees involved, working days lost and working days lost per thousand employees. These are

classified by State, industry, duration, cause and method of settlement. The statistics are compiled mainly from data obtained from employers (both private and public sector), from trade unions and from reports of government authorities. The statistics relate to disputes which involved stoppages of work of ten working days or more at the establishments where the stoppages occurred.

108. The basis for the calculation of the number of disputes has been changed twice in recent years to conform with International Labour Office guidelines. For data prior to 1985, the number of disputes was calculated so that where the causes of several disputes were the same (e.g. national wage case disputes) the disputes were counted as one dispute in each State or Territory in which they occurred, irrespective of whether they were directed or organised by one person or organisation.

109. From January 1985 a dispute affecting several establishments is counted as a single dispute only if it is organised or directed by one person or organisation within one industry/State or Territory in which it occurs. Otherwise it is counted as a separate dispute at each establishment and in each industry in which it occurred.

110. The ABS changed the method of counting disputes which affected more than one industry (e.g. general strikes) from September 1991. From this date, a dispute affecting more than one industry and/or State is counted once in each industry and/or State, and once at the broader industry and Australia level.

111. The calculation of working days lost per 1,000 employees for the period 1975 to 1979 was based on numbers of employees as published in *Civilian Employees, Australia* (6213.0). As this series was suspended from April 1980, estimates from 1980 have been calculated by using estimates of employees from *The Labour Force, Australia* (6203.0). In January 1987 the basis for calculation of working days lost per thousand employees was changed to include estimates of employees from the Survey of Employment and Earnings. They are combined with estimates of the number of employees in agriculture and in private households obtained from the Labour Force Survey. The estimates have been recalculated on this basis back to June 1984. The effect of the change is minimal at the 'all industries' level but is quite significant, in some cases, for individual industry groups.

112. Further information about the industrial relations system in Australia and a framework for classifying disputes can be found in *A Guide to Labour Statistics* (6102.0).

Trade Union Members, Australia (6325.0)

113. In association with the August Labour Force Survey, information is obtained about the membership of trade unions and employee associations. The topic aims to provide details of social and demographic characteristics of union members and non-members. Similar surveys were previously conducted in November 1976, during the period March to May 1982, and in August 1986, 1988, 1990 and 1992.

114. Although some persons may be union members in their second job only, this survey collected characteristics only of respondents who were trade union members in connection with their main job. (See paragraph 119 below).

Trade Union Statistics, Australia (6323.0)

115. The figures presented in this publication have been compiled from questionnaires completed by individual trade unions in respect of their membership as at 30 June from 1985 onwards and as at 31 December in previous years.

116. From 30 June 1985, the proportion of employees has been calculated from estimates of employees from the Survey of Employment and Earnings published in *Employed Wage and Salary Earners, Australia* (6248.0). These estimates of employees have been adjusted by adding estimates of employees in agriculture, forestry, fishing and hunting and in private households employing staff, from the Labour Force Survey. Prior to 30 June 1985, estimates of employees from *The Labour Force, Australia* (6203.0) have been used.

117. The percentages shown should be regarded as giving only a broad indication of the extent of union membership among employees, because they are based on estimates of employed wage and salary earners, and the degree of unemployment of reported union members will affect the percentages for a particular year and comparisons over time.

118. The published number of reporting trade unions varies from year to year as a result of amalgamations and mergers of unions, unions ceasing to operate, new unions being formed, existing organisations changing their status such that it brings them within the scope of the definition of a trade union and existing unions reporting for the first time.

Comparison between Trade Union Members, Australia (6325.0) and Trade Union Statistics, Australia (6323.0)

119. Statistics on trade union membership obtained from a supplementary survey to the Labour Force Survey are published biennially in *Trade Union Members, Australia* (6325.0). The estimates in that publication are lower than those in *Trade Union Statistics, Australia* (6323.0) for a number of reasons, including the following:

- (i) estimates in the Trade Union Members publication relate only to trade union membership in the respondent's main job; a person who was a member of a trade union only by virtue of holding a second job was excluded;
- (ii) they relate only to trade union membership in one job, whereas a person who had recently changed jobs could be registered as a member of more than one union in the Trade Union Census;

- (iii) the estimates relate only to persons who were employees in their main job in the reference week. Other persons (e.g. unemployed and those not in the labour force) are excluded even though they may have retained union membership in respect of some earlier employment;
- (iv) some persons may elect to belong to more than one union, but would be counted only once in the supplementary survey;
- (v) some unions may encounter difficulties in maintaining up-to-date registers of members. Numbers reported in the Trade Union Census may therefore include persons who are no longer members.

Award Coverage, Australia (6315.0) (Previously: Incidence of Awards)

120. This publication contains details of the award coverage of employees obtained as part of a sample survey which was conducted in May 1990. The survey was designed primarily to provide statistics of the distribution and composition of weekly earnings and hours of employees.

121. The information contained in this publication is based on responses to a question in the survey which asked if employees were covered by an award, determination, or collective agreement, and is cross-classified by other data items obtained from the survey.

122. Previous award coverage surveys were conducted in April 1954, May 1963, May 1968, May 1974, May 1983 and May 1985. As a result of the substantially improved coverage of employees provided by the ABS register of businesses and modifications to some definitions, results from surveys conducted after 1981 are not strictly comparable with those from surveys conducted between 1974 and 1981.

123. The publication includes details of the percentage of male and female employees covered by awards etc. classified by industry, occupation, State or Territory and type of awards; and number of employees covered by selected major awards. The employee category is also dissected into managerial, non-managerial, full-time, part-time, juniors etc.

CHAPTER 9—TRAINING

Employer Training Expenditure, Australia (6353.0)

124. This publication contains results of the 1990 *Training Expenditure Survey* (TES). The survey collected information on employers' expenditure in providing formal training for their employees over the period 1 July to 30 September 1990 (September quarter).

125. Training expenditure included wages and salaries and other expenditure on formal training. The estimates of expenditure on training are expressed primarily as percentages of the employers' total gross wages and salaries expenditure for the September quarter. In addition,

statistics are presented as costs (in dollars or hours) per employee.

126. Some tables present estimates produced only from those employers who reported some training expenditure for the period, i.e. those who provided or supported training for their employees in some way. The survey did not collect information on the number of employees who received training.

127. The survey covered employers in all States and Territories and all industries except for employers primarily engaged in Agriculture, forestry, fishing and hunting; private households employing staff; overseas embassies, consulates, etc.; and the Australian permanent defence forces.

128. A sample of approximately 6,000 employers was selected from the ABS register of businesses. The sample was stratified by sector, industry and employer size, and was optimally allocated to ensure adequate representation in each of these areas.

129. The statistical unit for the survey comprised all activities of an enterprise in a particular State or Territory. Each statistical unit was classified to an industry which reflected the predominant activity of the enterprise in the State or Territory. In a small number of cases where an enterprise had a significant number of employees in more than one industry, a separate statistical unit was created for each industry.

130. The survey collected data on employers' formal training expenditure. Formal training is defined as training activities which have a structured plan and format designed to develop job related skills and competence (see the Glossary).

131. Despite the importance of informal training in improving job skills, informal training has been excluded from the scope of the survey because of the considerable difficulties associated with its measurement.

132. The TES collected data on gross wages and salaries for employees' time receiving and providing formal training, the number of hours receiving training, fees and other training expenditure. Data on the total number of employees and their gross wages and salaries for the quarter were also collected.

133. The survey covered all expenses incurred by employers in training their own employees, including all full-time, part-time, casual and temporary employees. The survey excludes the cost of training volunteers, customers or dealers etc. since they are not defined as employees.

134. The survey collected direct costs associated with training time. It excluded the replacement costs of employees on training courses. For example, if a bank teller undertook a training course and his/her normal work was done by a replacement teller, then the training cost collected in the survey was the bank teller's gross salary for attending the training course. The survey excluded train-

ing undertaken outside normal working hours at no expense to the employer.

135. Data in the survey were recorded on a cash basis. Annual fees (such as enrolment fees for educational institutions) were only included if they were paid in the September quarter. They were not apportioned.

136. A three-month reference period was used for the survey in preference to a full-year reference period in order to minimise the inconvenience of the survey to respondents, to enable high quality data to be reported, and to satisfy the demand for timely results. It was recognised that in adopting the three-month period, seasonal influences may affect the results since the chosen period may not have been a typical period for training expenditure in 1990.

137. Employers were notified of their selection prior to the commencement of the survey reference period to ensure that they could provide accurate data. They were provided with a Guide containing: a specimen questionnaire; explanations of the concepts and definitions; and some worksheets to assist in the recording of data during the reference period.

138. The 1990 survey followed a smaller Training Expenditure Survey of 2,000 employees which covered the September quarter of 1989.

How Workers Get Their Training, Australia (6278.0)

139. This publication presents results from the survey of *How Workers Get Their Training* conducted throughout Australia during the months of March, April, June and July 1989. The survey obtained information on training and education undertaken by persons who had worked as wage or salary earners in the last 12 months. Information collected includes socio-demographic characteristics (such as sex, age, earnings and educational attainment), work history details (such as occupation, industry and job tenure), highest qualification needed to obtain job, types of training courses undertaken over a 12-month period, time spent on training courses, employer support for training courses, etc.

140. The survey was conducted in both rural and urban areas in all States and Territories and included all persons aged 15 to 64 years who had worked as wage or salary earners in the last 12 months except:

- (a) members of the permanent defence forces;
- (b) certain diplomatic personnel of overseas governments, customarily excluded from census and estimated populations;

(c) overseas residents in Australia;

(d) members of non-Australian defence forces (and their dependents) stationed in Australia;

(e) persons who were permanently unable to work;

(f) boarding school pupils not resident in households, some patients in hospitals and sanatoriums and inmates of goals, reformatories, etc.; and

(g) persons aged 15 to 20 years still at school.

141. The survey was conducted on a sub-sample of the monthly population survey. In each of the months March, April, June and July 1989, one-eighth of the respondents to the Labour Force Survey were asked some additional questions by trained interviewers.

142. These questions were asked on an 'any responsible adult' basis to identify the target population for the survey of *How Workers Get Their Training*. This effectively resulted in a half sample (about 15,500 houses, flats etc. and non-private dwellings). Information was then collected from the target population through personal interviews.

143. The estimates were collected over four months and, due to seasonal factors, may not be representative of other periods throughout the year.

144. This was the first time a survey on this topic has been conducted in Australia.

145. Unless otherwise stated, all characteristics referenced relate to the week before the interview, and if job related, refer to job with main period employer.

CHAPTER 10 — INTERNATIONAL COMPARISONS

146. The statistics shown are collected under the ILO Labour Statistics Convention No. 160, 1985.

147. The standardised unemployment rates shown give the numbers of unemployed persons as a percentage of the total labour force. The definitions of unemployment and total labour force conform with the definitions adopted by the 13th Conference of Labour Statisticians, which are generally referred to as the *ILO Guidelines*.

Industrial Disputes (6322.0)

148. For technical details see paragraphs 107 to 112 above.

GLOSSARY

Active steps taken to find work. They include writing, telephoning or applying in person to an employer for work; answering a newspaper advertisement for a job; checking factory or Commonwealth Employment Service notice boards; being registered with the Commonwealth Employment Service; checking or registering with any other employment agency; advertising or tendering for work; and contacting friends or relatives.

Active steps taken to find work in preferred occupation/occupation being sought. Steps taken during the twelve months up to the time of the survey. They comprise: writing, telephoning or applying in person to an employer for work; answering a newspaper advertisement for a job; checking factory or Commonwealth Employment Service notice boards; being registered with the Commonwealth Employment Service; checking or registering with any other employment agency; advertising or tendering for work; and contacting friends or relatives.

Adults. Employees 21 years of age or over and those employees who, although under 21 years of age, are paid at the full adult rate for their occupation. *Junior* employees are all other employees.

Aggregate hours worked. The total number of hours a group of employed persons has actually worked during the reference week, not necessarily hours paid for.

Annual leave (Labour Force Supplementary Surveys) (also referred to as recreation leave, holiday leave, vacation leave). A period of paid absence from work for leisure or recreation purposes to which an employee becomes entitled each year after a continuous period of service with one employer or in an industry, as specified in awards, etc.

Annual leave (Survey of Wage Costs). Unused leave paid on termination of employment is not included in the estimate but is included in the value of termination payments. For purposes of this survey time not worked due to school holidays was recorded as paid leave for teaching staff of educational institutions.

Annual leave loading. Payments made during the reference year for annual leave loading. Unused leave loading paid on termination of employment is not included in the estimate but is included in the value of termination payments.

Apprentices. Employed persons aged 15 to 34 years who indicate in the survey that they are apprentices.

Attended an educational institution in the previous year. Undertook a period of study during that calendar year.

Attending an educational institution full time. Persons who consider themselves to be attending full time or the institution which they are attending so classifies them.

Available to start within four weeks. Those persons who were available to start work within four weeks or could start work if child care was available.

Average hours worked. Aggregate hours worked by a group divided by the number of persons in that group.

Average hours of overtime per employee. Calculated by dividing total overtime hours paid for in a particular group by the total number of employees in the same group (including those who were not paid for any overtime).

Average hours of overtime per employee working overtime. Calculated by dividing total overtime hours paid for in a particular group (e.g. industry, State or Territory) by the number of employees who were paid for overtime in the same group.

Average (mean) duration of underemployment—see 'duration of current period of underemployment'.

Average (mean) duration of unemployment—see 'duration of unemployment'.

Average weekly earnings. Average gross (before tax) earnings of employees do not relate to average award rates nor to the earnings of the 'average person'. Estimates of average weekly earnings are derived by dividing estimates of weekly total earnings by estimates of employment. Changes in the averages may be affected not only by changes in the level of earnings of employees but also by changes in the overall composition of the labour force. There are several aspects which can contribute to compositional changes such as variations in the proportions of part-time, casual and junior employees, variations in the occupational distribution within and across industries and variations in the distribution of employment between industries.

Award pay or agreed base rate of pay. Award pay or agreed rate of pay for ordinary time hours paid for. For employees covered by an award it includes all allowances (dirt, height, tool, etc.) and penalty payments (e.g. shift loadings) specified in the award. It excludes overaward pay and service increments not specified in the award. For employees not covered by an award, agreed base rate of pay is the agreed wage for ordinary time hours paid for.

Award Rates of Pay. The award rates of pay used in the compilation of the indexes:

Include

- (i) the base rate and any allowances or loadings that are applicable to ALL employees under a specific award classification (e.g. industry allowance); and
- (ii) supplementary payments when they are specified within the award.

Exclude

- (i) remunerative allowances. It is considered that these allowances are paid to reimburse employees for expenses they are expected to incur during the course of their employment (e.g. tool allowances). The inclusion of these allowances would not reflect the true level of remuneration of these employees;
- (ii) superannuation payments and other payments such as severance and termination payments which are paid to employees as part of an award agreement; and
- (iii) payments negotiated under enterprise bargaining awards and agreements that were established since October 1991.

Bachelor degree or diploma. Completion of an undergraduate diploma, associate diploma or degree.

Birthplace. From April 1991, Statistics of birthplace derived from the Labour Force Survey are classified according to the *Australian Standard Classification of Countries for Social Statistics (ASCCSS)* (1269.0).

Casual employees. Employees who were not entitled to holiday leave or sick leave in their main job.

Category jumping. Changing from one overseas migration category to another — see the Technical Notes.

Ceased a job. Persons who left or lost their last job.

Certificate or diploma. An approved certificate or diploma completed in secretarial or business studies, administration, teaching, nursing, etc.

Collective agreements (whether registered or unregistered). Agreements made by an employer or a number of employers with a group or organisation of employees. *Registered collective agreements* are those collective agreements registered with a Federal or State industrial relations authority, whilst *unregistered collective agreements* are those not so registered.

Commonwealth government employees. Persons employed by all departments, agencies and authorities created by or reporting to the Commonwealth Parliament, including trading bodies such as banks, airlines and communications bodies. Those bodies, run jointly by Commonwealth and State governments, are classified to Commonwealth.

Courses. See either *Training courses*, *In-house training courses* or *External training courses*.

Currently registered. Currently registered with an Australian nursing board as a registered or enrolled nurse. Nurses who have registered as both a registered and enrolled nurse are included in the tables in both categories. Nurses who have registered as either a registered or enrolled nurse, but with more than one Australian nursing board, are included in tables once only.

Degree. A bachelor degree (including honours), a graduate or post-graduate diploma, masters degree or a doctorate.

Dependents. All family members under 15 years of age; all family members aged 15 to 19 attending school or aged 15 to 24 attending a tertiary educational institution full time, except those classified as husbands, wives, sole parents or other family heads.

Diploma, bachelor degree or higher. Completion of an undergraduate diploma, associate diploma, degree, graduate diploma (including those titled simply diploma but which require a prior degree or diploma), masters degree, doctorate or higher doctorate.

Discouraged jobseekers. Persons with marginal attachment to the labour force who wanted to work and were available to start work within four weeks but whose main reason for not taking active steps to find work was that they believed they would not be able to find a job for any of the following reasons: considered to be too young or too old by employers; difficulties with language or ethnic background; lacked the necessary schooling, training, skills or experience; no jobs in their locality or line of work; or no jobs at all.

Duration of continuous period in the labour force before leaving. The total number of weeks/years person worked and/or looked for work in an unbroken period immediately prior to leaving the labour force.

Duration of current job. The period between the commencement of the current job up to the week before interview.

Duration of current period of underemployment. The period from the time the person became underemployed to the end of the reference week. Periods of underemployment are recorded in full weeks and this results in a slight understatement of duration. *Average (mean) duration* is obtained by dividing the aggregate number of weeks a group has been underemployed by the number of persons in that group. *Median duration* is that which divides underemployed persons into two equal groups, one comprising persons whose duration of underemployment is above the median and the other, persons whose duration is below it.

Duration of last job. The period between the commencement of the last job up to the week ceased working in that job.

Duration of unemployment. The period from the time the person began looking for work, or was stood down, to the end of the reference week. Thus the survey measures current (and continuing) periods of unemployment rather than completed spells. For persons who may have begun looking for work while still employed, the duration of unemployment is defined as the period from the time the person last worked full time for two weeks or more to the end of the reference week. *Average (mean) duration* is the duration obtained by dividing the aggregate number of weeks a group has been unemployed by the number of persons in that group. *Median duration* is the duration

which divides unemployed persons into two equal groups, one comprising persons whose duration of unemployment is above the median and the other, persons whose duration is below it.

Dwelling. Contains one or more *households*, and separate households are considered to exist within a dwelling when:

- (a) a group of one or more persons consider themselves to be a separate household from others in the dwelling;
- (b) regular provision is made for groups to take meals at different times or in different rooms; or
- (c) a dwelling contains one or more lodgers, who receive accommodation, but no meals; each lodger is then considered to be a separate household.

A household may consist of any number of families and non-family members. A boarder who receives both accommodation and meals is not considered to constitute a separate household.

Earnings — see 'gross earnings'.

Educational attainment. Measures the highest qualification obtained by the respondent. Qualifications may include those obtained at other than educational institutions (e.g. nursing qualifications obtained at a hospital).

Educational institution. Any institution whose primary role is education. Included are schools, higher education institutions, TAFEs, public and private colleges, etc. A *tertiary institution* is any educational institution offering post-school courses. Excluded are institutions whose primary role is not education, for example hospitals.

Employed persons. Persons aged 15 and over who, during the reference week:

- (a) worked for one hour or more for pay, profit, commission or payment in kind in a job or business, or on a farm (including employees, employers and self-employed persons); or
- (b) worked for one hour or more without pay in a family business or on a farm (i.e. unpaid family helpers); or
- (c) were employees who had a job but were not at work and were: on paid leave; on leave without pay for less than four weeks up to the end of the reference week; stood down without pay because of bad weather or plant breakdown at their place of employment for less than four weeks up to the end of the reference week; on strike or locked out; on workers' compensation and expected to be returning to their job; or receiving wages or salary while undertaking full-time study; or

(d) were employers, self-employed persons or unpaid family helpers who had a job, business or farm, but were not at work.

Employed wage and salary earners (*Survey of Employment and Earnings*). All employees who received pay for any part of the relevant pay period. All permanent, temporary, casual, managerial and executive employees are included. Part-time and casual employees who may have worked only a few hours during the reference period are included. Employees on paid leave and those employees on workers' compensation who continue to be paid through the employer's payroll are also included. Casual employees who work on an irregular basis and who were not paid during the relevant pay period, employees on leave without pay, on strike or stood down without pay for the whole of the pay period are excluded.

Employees (*Employer surveys*). Includes all wage and salary earners who received pay for the reference period except: members of the Australian permanent defence forces; employees of enterprises primarily engaged in agriculture, forestry, fishing and hunting; employees in private households employing staff; employees of overseas embassies, consulates, etc.; employees based outside Australia; and employees on workers' compensation who are not paid through the payroll.

Also excluded are the following persons who are not regarded as employees for the purposes of the survey: directors who are not paid a salary; proprietors/partners of unincorporated businesses; and self-employed persons such as subcontractors, owner/drivers, consultants and persons paid solely by commission without a retainer. For employment statistics from the household based Labour Force Surveys see 'employed persons'.

Employees covered by awards, etc. Employees whose rates of pay and conditions of work are normally varied in accordance with variations in a specific Federal or State award, determination or registered collective agreement or a specific unregistered collective agreement.

Employees involved in industrial disputes. Includes employees directly and indirectly involved in disputes. Employees indirectly involved are those who ceased work at the establishments where the stoppages occurred, but who are not themselves parties to the dispute.

Employees not covered by awards, etc. Those employees whose rates of pay and conditions of work are not normally varied in accordance with variations in a specific Federal or State award, determination or registered collective agreement or a specific unregistered collective agreement.

Employees' wages and salaries for time receiving training. Gross wages and salaries for the number of hours spent by employees receiving formal training including paid travel time. Amounts paid to employees who commenced or terminated employment during the Training Expenditure Survey reference period are also included.

Employees working 35 hours or more per week in all jobs. Employees who usually worked a total of 35 hours or more a week in all jobs and others who usually worked less than 35 hours a week but worked 35 hours or more during the reference week.

Employees working less than 35 hours per week in all jobs. Employees who usually worked a total of less than 35 hours a week in all jobs and who did so during the reference week.

Employer support. Multi response categories consisting of 'paid for study materials or fee', 'provided paid study leave' or 'other support'.

Employer units. The enterprises or statistical units which make up the population from which the sample was drawn.

Employment benefits. Concessions, allowances or other privileges, received by or provided to employees in their main job in addition to wages or salary while the employees were working for their current employer. Some benefits which were not included in the survey are certain allowances received in accordance with award provisions (e.g. safety clothing); maternity and paternity leave; and cash payments in the nature of wages and salary, over-award payments, bonuses or payments in lieu of leave. Not all benefits came directly from the current employer but were received by or provided to employees from other sources as a result of their employment in a particular occupation or industry (e.g. a concession airfare granted by an airline to a travel agency employee; long-service leave granted by an industry to an employee in that industry). For definitions of individual employment benefits, see *Employment Benefits, Australia, August 1992* (6334.0).

Employment/population ratio. For any group, the number of employed persons expressed as a percentage of the civilian population aged 15 and over in the same group.

Employment status. The terms *working* and *not working* are used rather than the more rigidly defined terms *employed* and *not employed* used in the monthly labour force survey. These data are therefore not strictly comparable to those in the monthly labour force survey.

Enrolled nurses. Nurses who have generally completed 12 to 18 months on-the-job training and a 1 to 2 year post-secondary course (usually at a TAFE) and have gained a certificate of enrolment from an Australian nursing board. They need not be currently registered as an enrolled nurse. The term 'enrolled nurse' refers to the type of registration obtained rather than to the occupation held (unless specifically identified as such).

Estimated resident population. The official population estimates series compiled according to the place of usual residence of the population.

External (training), employer supported. Respondents were asked whether any of the four main external training courses undertaken over the last 12 months had been supported by an employer. Support comprises 'paid for study

materials or fees', 'provided paid-for study leave' or 'other support'.

External formal training. Organised and conducted by training or educational institutions, agencies or consultants e.g. College of Technical and Further Education courses.

External training courses. Training which is organised and conducted by training or educational establishments, agencies or consultants other than any of the respondent's employers. It is training other than study for an educational qualification. Information was collected on the four main courses attended in the last 12 months.

Family. Two or more related persons (*relationship* includes relationships by blood, marriage or adoption) usually resident in the same household at the time of the survey. A family comprises a married couple or a family head as defined, together with any persons having any of the following relationships to them:

- (a) sons or daughters of any age, if not married and with no children of their own present;
- (b) other relatives if not accompanied by a spouse, sons or daughters, or parents of their own; or
- (c) any children under 15 years of age who do not have a parent present.

Family head. Defined as:

- (a) Any person without a spouse present, but with a son or daughter aged under 15 present; or
- (b) persons without a spouse present, without a son or daughter aged under 15 present, but with a son or daughter aged 15 or over present (provided that the son or daughter has no spouse, son or daughter of his/her own present); or
- (c) where a family has no person falling into either of these categories, the family head is generally defined to be the eldest person in the family.

No family head is determined for a married-couple family.

Federal awards, determinations or collective agreements. Awards or determinations made by, and collective agreements registered with, the Australian Industrial Relations Commission or the Coal Industry Tribunal.

Field of trade. Derived from information provided by apprentices on their occupation.

Field of trade qualification. Respondents indicated which of the following best described the field of trade in which they qualified:

- (a) Metal fitting and machining;
- (b) Other metal;
- (c) Electrical and electronics;

- (d) Building;
- (e) Printing;
- (f) Vehicle;
- (g) Food;
- (h) Hairdressing; or
- (i) Other.

Respondents who had more than one trade qualification were asked about the first trade qualification that had been formally recognised in Australia (either through an Australian apprenticeship or a recognised Australian tradesperson's certificate).

Formal training. All training activities which have a structured plan and format designed to develop job related skills and competence are defined as formal training. It consists of periods of instruction or a combination of instruction and monitored practical work. The instruction can take the form of workshops, lectures, tutorials, training seminars, audio-visual presentations, demonstration sessions or monitored self-paced training packages.

Former workers. Unemployed persons who have previously worked full time for two weeks or more but not in the past two years.

Fringe benefits. The value of goods and services subject to fringe benefits tax in respect of employees as defined.

Fringe benefits tax. The tax actually paid in respect of employees as defined. Amounts paid in fines for late payment are not included in the estimate of fringe benefits tax.

Full-time attendance. Attendance at an educational institution by persons who consider themselves to be attending full time or are so classified by the institution they are attending.

Full-time employees. Permanent, temporary and casual employees who normally work the agreed or award hours for a full-time employee in their occupation and received pay for any part of the reference period. If agreed or award hours do not apply, employees are regarded as full-time if they usually work 35 hours or more per week.

Full-time employees in main job. All employees for whom 'full time' was the response to the question 'Is your main job full time or part time?'.

Full-time workers. Employed persons who usually work 35 hours or more a week (in all jobs) and others who, although usually working less than 35 hours a week, worked 35 hours or more during the reference week.

Fully employed workers. Employed persons who are voluntarily working part time, or who worked full-time hours in the reference week, or who are full-time workers who did not work full-time hours in the reference week for non-economic reasons. It should be noted that persons

who are normally underemployed but who worked full-time hours in the reference week are classified as fully employed.

Generalised disputes. Industrial disputes following a call to strike common to several enterprises.

Gross earnings. Payments to employees before tax and other items (such as superannuation) are deducted. They comprise ordinary time and overtime earnings; overaward payments; penalty payments, shift and other remunerative allowances; commissions and retainers; bonuses and similar payments; payments under incentive or piecework; payments under profit-sharing schemes; leave loadings; annual and long service leave payments; sick leave payments; advance and retrospective payments; salaries and fees paid to company directors, members of boards, committees, commissions, councils, etc.; amounts paid to employees on workers' compensation who continue to be paid through the payroll; and severance, termination and redundancy payments.

Highest level of secondary school available. The highest level of secondary schooling (or equivalent) offered by the education system at the time the respondent left school.

Hourly award rates of pay. The hourly award rates of pay series for full-time adult employees provide details of the movements in the hourly rates of pay for award classifications included in the index. These series include only those awards and classifications where hours of work are specified in the award.

Hours of work. The estimates of aggregate hours and of average hours refer to actual hours worked during the reference week, not hours paid for. The estimates may be affected by public holidays, leave, absenteeism; temporary absence from work due to sickness, injury, accident and industrial disputes; and stoppages of work due to bad weather, plant breakdown, etc. When hours of work are recorded, fractions of an hour are disregarded and this results in slightly lower figures than would be the case if actual time worked was recorded. Persons stood down for the whole of the reference week without pay because of bad weather or plant breakdown at their place of employment are regarded as employed and therefore are included (working no hours) in the calculation of average hours worked. Persons stood down without pay for less than four weeks up to the end of the reference week (including the whole of the reference week) for reasons other than bad weather and plant breakdown and waiting to be called back to their job are regarded as unemployed and are therefore excluded from the calculations.

Hours paid for. The number of hours for which an employee was paid and not necessarily the number of hours actually worked (e.g. an employee on paid leave for the week was asked to report the number of hours for which he was paid).

Hours worked. Actual hours worked during the reference week, not necessarily hours paid for.

Hours usually worked. The total hours usually worked each week. Includes overtime where this is regularly worked.

Hours usually worked in nursing. The total hours usually worked each week in all nursing jobs. Includes overtime where this is regularly worked.

Households—see 'dwelling'.

Industrial dispute. An industrial dispute is defined as a withdrawal from work by a group of employees, or a refusal by an employer or a number of employers to permit some or all of their employees to work, each withdrawal or refusal being made in order to enforce a demand, to resist a demand, or to express a grievance.

A dispute affecting more than one industry and/or State is counted once in each industry and State but only once at the broader industry and Australia level. Prior to September 1991 disputes covering more than one industry and/or State were counted differently.

When there is a return to work between stoppages over the same issue, and the return to work is for less than two complete months, the stoppages are counted as a single dispute. When the return to work is for two or more months, the dispute is considered to have ended at the time of the return to work. Should a subsequent stoppage occur, it is counted as a new dispute. Prior to 1985 disputes were counted differently.

Industry. Industry is classified according to the *Australian Standard Industrial Classification (ASIC) 1983 Edition, Volume 1 — The Classification (1201.0)*.

Informal training. Unstructured on-the-job training, being shown how to do things as the need arises, learning by doing a job.

Infrequent bonuses. The total payments made during the reference year for bonuses paid less frequently than monthly. Included are performance, production, Christmas, staff suggestion and profit-sharing bonuses.

In-house formal training. Organised by employers primarily for their own employees, using the employers' own staff, or consultants e.g. where a consultant designs a program specifically for the employer.

In-house training courses. Training organised by the respondents' employers primarily for their own employees, using the employers' staff or training consultants. Information was collected on the four main courses attended in the last 12 months.

Interstate. Between States/Territories.

Intrastate. Within the State/Territory.

Job. A job is defined as either:

- (a) employment as a wage or salary earner (or unpaid family helper) by a particular employer in a particular locality; or
- (b) self-employment (with or without employees) in a particular locality.

Job leavers. Unemployed persons who have worked full time for two weeks or more in the past two years and left that job voluntarily, that is, because of unsatisfactory work arrangements/pay/hours; the job was seasonal, temporary or a holiday job and they left that job to return to studies; their last job was running their own business and they closed down or sold that business for reasons other than financial difficulties; or any other reasons.

Job losers. Unemployed persons who have worked full time for two weeks or more in the past two years and left that job involuntarily, that is: were laid off or retrenched from that job; left that job because of their own ill-health or injury; the job was seasonal, temporary or a holiday job and they did not leave that job to return to studies; or their last job was running their own business and the business closed down because of financial difficulties.

Job mobility. Defined as a change of job. A change of job may involve a change of employer, regardless of whether a change in locality is involved, or a change of locality without a change of employer. For example, the movement of an employer's operations to premises in a different locality would entail a change of job for employees who moved to the new locality. It should be noted, however, that for a person who works at different sites for the same employer (for example, a construction worker), their base of operations (i.e. the employer's office, depot, yard, etc.) is considered to be their place of work.

Job vacancy. A job available for immediate filling on the survey reference date and for which recruitment action had been taken. Recruitment action includes efforts to fill vacancies by advertising, by factory notices, by notifying public or private employment agencies or trade unions and by contacting, interviewing or selecting applicants already registered with the enterprise or organisation. Excluded are jobs available only to persons already employed by the enterprise or organisation. This point is particularly relevant to the Australian Public Service and the Public Services of each of the States and Territories. Excluded are vacancies:

- (a) of less than one day's duration;
- (b) to be filled by persons already hired, or by promotion or transfer of existing employees;
- (c) to be filled by employees returning from paid or unpaid leave or after industrial dispute(s);
- (d) not available for immediate filling on the survey reference date;
- (e) not available within the particular State or Territory to which the return relates;
- (f) for work carried out under contract;
- (g) for which no effort is being made to fill the position.

Juniors—see 'adults'.

Labour costs. Costs incurred by employers in the employment of labour. They include:

(a) Earnings of employees;

- Payments for time worked
- Annual leave
- Sick leave
- Other leave
 - maternity leave
 - long service leave
 - other leave
- Public holidays
- Annual leave loading
- Infrequent bonuses
- Termination payments
- Fringe benefits

(b) Superannuation;

(c) Payroll tax

(d) Workers' compensation

(e) Fringe benefits tax;

Labour force. All persons who, during the reference week, were employed or unemployed, as defined. For some supplementary surveys a person is assigned to the labour force categories *worked* and *looked for work* rather than *employed* and *unemployed* for each of the weeks in a year. Persons who worked or looked for work were in the labour force.

Labour force status. A classification of the civilian population aged 15 and over into employed, unemployed or not in the labour force, as defined. The definitions conform closely to the international standard definitions adopted by the International Conferences of Labour Statisticians.

Labour mobility. The frequency of movement between jobs over a 12-month period.

Last 12 months (How Workers Get Their Training, 1989 (6278.0)). The last 12 months prior to being interviewed. Interviews were conducted in March, April, June and July 1989.

Leavers. Persons who were full-time students at any time in the previous calendar year but were not full-time students at the time of the survey. It should be noted that persons who attended school full time at some time in the previous year and left, but were attending full-time education at any tertiary institution at the time of the survey are not included in the definition of leavers.

Life assurance policy. An endowment policy covering the life of a person which matures at a nominated age. Information was collected only for policies which would provide money for a person when he or she retires from full-time work.

Living alone—see 'not a member of a family'.

Local government employees. Persons employed by Municipalities and Shires and other local authorities created by or subject to the provisions of local government legislation such as county councils in New South Wales.

Localised disputes. Industrial disputes following a call to strike within the establishment.

Locality. In capital cities and major towns each suburb is considered to be a different locality.

Long-service leave (or furlough). A period of paid absence from work to which an employee becomes entitled after a number of years of continuous service with one employer, or in an industry, the initial entitlement usually being three months after 10 or 15 years service, as specified in Federal or State legislation.

Long-term movement. The arrivals of visitors (except those who hold migrant visas) and the temporary departures by Australian residents with the intention to stay, in Australia or abroad respectively, for 12 months or more, together with the departure of visitors and the return of Australian residents who had stayed, in Australia or abroad, for 12 months or more. Movements of travellers whose intended or actual period of stay is less than 12 months are classified as *short-term*, except those who, on arrival, hold migrant visas. Some travellers state an intended or actual duration of stay of one year exactly. Such travellers are allocated to short-term or long-term in proportion to the number of travellers who stated an actual duration of stay of 11 months or one year one month respectively.

Long-term unemployed. Persons unemployed for a period of 52 weeks or more.

Looked for work. Applies to those persons who reported having been out of work and looking for a job.

Looking for work with more hours. Looking for work with more hours at some time during the four weeks up to the end of the reference week.

Main difficulty in finding work. The main difficulty experienced during the current period of unemployment.

Main English-speaking countries. Comprises the United Kingdom, Ireland, Canada, South Africa, U.S.A. and New Zealand.

Main external training course. The external training course on which the respondent spent the most time over the last 12-month period.

Main in-house training course. The in-house training course on which the respondent spent the most time over the last 12-month period.

Main job. The job at which most hours were usually worked. The *second* job is defined to include all remaining jobs, in which some hours were worked during the reference week (i.e. the week before the interview week). Work as an unpaid family helper or service in the reserve defence forces is not regarded as a second job. A person who held more than one job as an employee is classified to the industry and occupation of the main job.

Main period employer. The employer for whom the respondent worked the most weeks for wages or salary during the last 12 months.

Main source of income. The current main source of income in the reference week.

Managerial employees. Adult managerial, executive, senior professional and higher supervisory staff, generally defined as those employees who are ineligible to receive payment for overtime, or, although subject to payment for overtime, are in charge of a significant number of employees in a separate establishment. *Non-managerial employees* are those who are not managerial employees as defined. Note that this definition on the managerial/non-managerial status of employees (as reported by the employer) is different to the definition of 'Managers and Administrators' in the Australian Standard Classification of Occupations (ASCO), which is used in most labour statistics.

Marginal attachment to the labour force. Persons who were not in the labour force in the reference week, wanted to work and:

- (a) were actively looking for work but did not meet the criteria to be classified as unemployed; or
- (b) were not actively looking for work but were available to start work within four weeks or could start work within four weeks if child care was available.

Marital status. This characteristic is determined from information supplied by the respondent about the individual himself or herself and, where the person was reported as being married, about the living arrangements of persons usually resident in the household. Marital status does not therefore necessarily reflect legal status. Persons are classified as *married* (husband and wife) if they are reported as being married (including de facto) and their spouse was a usual resident of the household at the time of the survey. The *not-married* category includes persons who have never married, or are separated, widowed or divorced, as well as those who, although reported as being married, did not have a spouse who usually lived in the household. Persons who live in a de facto relationship but do not volunteer this information when asked whether they are married are classified as not married.

Married—see 'marital status'.

Married-couple families. Families in which there are two married persons and these persons are husband and wife — see 'marital status'.

Mean (or average) earnings or hours. Obtained by dividing the total earnings or hours of a group (e.g. full-time employees) by the number of employees in that group.

Mean weekly earnings. Obtained by dividing the total earnings of a group by the number of employees in that group.

Median age. The age above which half the population is older and below which half the population is younger.

Median duration of underemployment—see 'duration of current period of underemployment'.

Median duration of unemployment—see 'duration of unemployment'.

Median earnings or hours. The amount which divides the distribution into two equal groups of employees, one half having amounts below the median and the other half having amounts above it.

Median weekly earnings. The amount which divides the distribution of individuals into two equal groups, one having earnings above and the other below that amount. Medians were calculated from grouped data, and linear interpolation was used within the class interval in which the median fell.

Membership of trade unions. Financial members are dues-paying members no more than 6 months in arrears. The total number of members includes all persons (financial, unfinancial, honorary, suspended, junior, etc.) regarded by unions as members.

Method of job attainment. Determined by the respondents' answer to the question 'How did you find out that particular job was available?' and is described according to whether an employer approached the jobseeker or a jobseeker approached the employer. In the latter case, the job is described according to whether or not the jobseeker knew that the particular job was available before approaching the employer.

Migrant (Labour Force Status and Other Characteristics of Migrants, Australia, September 1990 (6250.0)). A person who was not born in Australia and who was a permanent resident of Australia at the time of the survey. A migrant could be *sponsored* to come to Australia or arrive *unsponsored*.

Multiple jobholders. Employed persons who during the reference week:

- (a) worked in a second job or held a second job from which they were absent because of holidays, sickness or any other reason; and
- (b) were an 'employee' in at least one of their jobs.

Net training expenditure. Total training expenditure by employers minus subsidies received for training.

Never registered. Qualified nurses who had never registered as an enrolled or registered nurse with an Australian nursing board.

Non-managerial employees—see 'managerial employees'.

Not a member of a family. Persons not related to any other member of the household in which they are living. A person is considered to be *living alone* if he or she is the sole member of a household. Thus, a person who is the sole occupant of a self-contained flat attached to another dwelling is considered to be living alone.

Not in the labour force—see 'Persons not in the labour force'.

Not-married — see 'marital status'.

Number of spells of looking for work during the year. The number of different periods, including the current period, during which persons were reported as having been out of work and looking for a job.

Nurse — see 'qualified nurse'.

Occupation. Occupation is classified according to the *Australian Standard Classification of Occupations (ASCO) — First Edition, Statistical Classification (1222.0)*. An Information Paper: *ASCO-Australian Standard Classification of Occupations, April 1991 (1221.0)* is available to assist users. There is a comprehensive range of other more detailed publications and manuals relating to ASCO and its use.

On-costs. Costs incurred in relation to the employment of labour for which there is no direct productive return, i.e. all costs other than payments for time worked. These costs comprise annual leave, sick leave, other leave, public holidays, infrequent bonuses, termination payments, fringe benefits, annual leave loading, superannuation payments made by the employer, payments for workers' compensation, payroll tax and fringe benefits tax.

On-the-job training. Respondents were asked to indicate whether any of the following activities were undertaken to improve their job skills while employed in any job over the last 12 months — being shown how to do the job, watching others work (including examining other workers' product), asking questions of co-workers and teaching self.

One-parent families. Families in which there is a family head together with at least one dependant son or daughter of his/her own.

Ordinary time earnings — see 'Weekly ordinary time earnings'.

Ordinary time hours paid for. Award, standard or agreed hours of work. It includes stand-by or reporting time which are part of standard hours of work, and that part of

paid annual leave, paid sick leave and long-service leave taken during the reference period.

Other earnings. Amounts paid to employees for annual leave, sick leave, other leave, public holidays, annual leave loading, infrequent bonuses, termination payments and fringe benefits.

Other educational institution. Includes business, commercial and secretarial colleges; religious colleges; overseas institutions; and instances where insufficient information was available to determine the type of educational institution.

Other expenditure on formal training. The total of expenditure on training equipment, travel, accommodation, meals, consumables, training rooms and payments to industry training bodies.

Other families. Families which are not married-couple families or one-parent families, as defined. They include families in which there is a parent with only non-dependant children present, and families in which there is no parent, for example a family head living with a brother or sister.

Other labour costs. Labour costs other than earnings of employees.

Other leave payments. The total payments made or time taken during the reference year for paid leave other than annual leave and sick leave. Included are long service, maternity, compassionate, study and special leave.

Other post-school qualifications. Completion of other types of education i.e. not identified as degree, trade qualification, or certificate or diploma.

Overaward pay. Amounts of ordinary time pay (regular or otherwise) that are over the award (e.g. attendance, good time-keeping, profit-sharing, etc.). For 1992 it includes pay (additional to prescribed award rates) resulting from enterprise bargaining awards and agreements. It excludes payments in the form of a reimbursement for expenses incurred whilst carrying out the employer's business (e.g. payments from petty cash).

Overtime. Time worked in excess of award, standard or agreed hours of work for which payment is received. Excluded is any overtime for which employees would not receive payment, e.g. unpaid overtime worked by managerial, executive, etc. staff, normal shiftwork and standard hours-paid for at penalty rates.

Overtime hours paid for. Hours in excess of award, standard or agreed hours of work.

Participation rate. For any group, the labour force expressed as a percentage of the civilian population aged 15 and over in the same group. Participation rates for persons classified by birthplace are calculated using population estimates which exclude those in institutions. Participation rates for persons classified by school or tertiary educa-

tional institution attendance are calculated using population estimates which include those in institutions.

Part-time attendance. Attendance at an educational institution by persons who consider themselves to be attending part-time or are so classified by the institution they are attending.

Part-time employees. Permanent, temporary and casual employees who are not classified as full-time employees as defined.

Part-time employees in main job. All employees for whom 'part time' was the response to the question 'Is your main job full time or part time?'

Part-time workers. Employed persons who usually work less than 35 hours a week and who did so during the reference week. When recording hours of work, fractions of an hour are disregarded.

Payment by measured result. Earnings which vary according to measured performance (e.g. piecework, production and task bonuses, and commission).

Payments for time worked. Payments to employees for hours actually worked. (Hours actually worked include 'wash-up' time, tea breaks, other paid breaks during normal work hours, and unrecorded leave.) Payments for time worked are sometimes referred to as direct wages and salaries. See *Hours worked*.

Payroll tax. The amount of tax paid during the reference year in respect of the gross wages and salaries of employees, net of any rebates. Payroll tax assessed for payments to contractors and other persons not considered employees, are excluded.

Percentiles. Any of a hundred divisions of an earnings or hours series. For example, 25 per cent of employees earn less than or equal to the 25th percentile and 75 per cent of employees earn less than or equal to the 75th percentile.

Permanent movement. Arrivals of settlers (i.e. persons who hold migrant visas, regardless of stated intended period of stay, and New Zealand citizens who indicate an intention to settle) and those who are otherwise eligible to settle (e.g. overseas-born children of Australian citizens), and permanent departures of Australian residents (including former settlers) i.e. those who on departure state they do not intend to return to Australia.

Permanent employees. Employees who were entitled to paid holidays or leave pay in their main job.

Persons covered by a superannuation scheme. Persons who, at the time of the survey, belonged to a superannuation scheme towards which contributions were being made. If persons were covered by more than one superannuation scheme, details were collected about the scheme to which they contributed most.

Persons not in the labour force. Persons who, during the reference week, were not in the categories employed or unemployed. They include persons who were keeping house (unpaid), retired, voluntarily inactive, permanently unable to work, persons in institutions (hospitals, gaols, sanatoriums, etc.), trainee teachers, members of contemplative religious orders, and persons whose only activity during the reference week was jury service or unpaid voluntary work for a charitable organisation. Specific surveys of persons not in the labour force indicate that a number want to work but are not classified as unemployed because they were not actively looking for work and/or were not available to begin work in the reference week. Included in this group are the discouraged jobseekers and other persons marginally attached to the labour force. For some supplementary surveys a person is assigned to the labour force categories *worked* and *looked for work* rather than *employed* and *unemployed* for each of the weeks in a year. Persons who did not work or look for work were not in the labour force.

Persons not in the labour force who wanted to work. Persons who:

- (a) in the four weeks up to the end of the reference week had taken active steps to find work but did not meet the criteria to be classified as unemployed; or
- (b) although claiming to have looked for work in the four weeks up to the end of the reference week, had not taken active steps to find work; or
- (c) in the four weeks up to the end of the reference week had not looked for work but in the survey answered 'yes' or 'maybe' to the question 'Even though you have not been looking for work would you like a full-time or part-time job?'; or
- (d) in the four weeks up to the end of the reference week, had not looked for work but were responsible for children under twelve years of age and answered 'yes' or 'maybe' to the question 'If you had child care arrangements for your child(ren) under twelve, would you like a job?'; or
- (e) were employees who had a job but had been away from work without pay for four weeks or more.

Persons who had a wage or salary job in the last 12 months. Persons who stated that they had a wage or salary job in the 12 months prior to being interviewed.

Persons who had re-entered the labour force. Persons who were working or looking for work in the reference week, had a period out of the labour force of at least 12 months' duration that finished within the last 12 months and had worked continuously for at least 12 months at some earlier time.

Persons who had retired from full-time work. A person who had a full-time job at some time and who had ceased full-time labour force activity (i.e. was not working full

time, was not looking for full-time work and did not intend to look for, or take up, full-time work at any time in the future).

Persons who have left the labour force. Persons who worked or looked for work (as defined) at some time in the 12 months prior to the survey and were not in the labour force in the week prior to the interview (i.e. the reference week).

Persons who intended to retire from full-time work. Persons who were either working full time or considered themselves to be working full time, were looking for full-time work, would like full-time work or intended to take up full-time work at some time and who intended to retire from full-time labour force activity.

Persons who intended to retire from full-time work early. Persons who intended to retire from full-time work at age 45 or more but before the age of 60, if female, or 65, if male. Persons who did not know at what age they intended to retire from full-time work were not classified as intending to retire from full-time work early.

Persons who retired from full-time work early. A person who retired from full-time work at age 45 or more but before the age of 60, if female, or 65, if male.

Persons who started a job for wages or salary during the previous twelve months. Persons who had started work for an employer for wages or salary lasting two weeks or more during the 12 months up to the time of the survey. If more than one job was started during this period, details were obtained about the most recent job started.

Persons with marginal attachment to the labour force. Persons who were not in the labour force in the reference week, wanted to work and:

- (a) were actively looking for work but did not meet the criteria to be classified as unemployed; or
- (b) were not actively looking for work but were available to start work within four weeks or could start work within four weeks if child care was available.

Place of last residence. The 'continent' on which a person stated he/she last lived.

Post-graduate degree or graduate diploma. Completion of a graduate diploma (including those titled simply diploma but which require a prior degree or diploma), masters degree, doctorate or higher doctorate.

Post-secondary certificate. Completion of an approved certificate in secretarial or business studies, administration, nursing, etc.

Post-school qualifications. Qualifications held by those persons who had left school and answered 'Yes' to the question: 'Since leaving school have you obtained a qualification, certificate, diploma, degree or any other qualification?'. Respondents indicated which of the fol-

lowing groups best described their highest qualification: Degree; Trade qualification; Certificate or diploma; Other post-school qualification.

Present — see 'usually reside'.

Previous job. The job, full-time or part-time, that a person who had re-entered the labour force reported having worked in continuously for at least 12 months at some earlier time.

Principal applicant. Person who signs the migration form, and is considered by the applicants and the Immigration Department to have the best chance of being accepted to migrate.

Proportion of persons employed who were multiple jobholders. The number of multiple jobholders as a proportion of employed persons in the same category.

Proportion of total employees who were members of a trade union. The approximate percentages of wage and salary earners in employment (i.e. employees) who were members of trade unions. From 30 June 1985, the proportions of employees have been calculated using estimates of employees from the ABS Survey of Employment and Earnings. These estimates have been adjusted by adding Labour Force Survey estimates of employees in Agriculture, forestry, fishing and hunting and in Private households employing staff. For statistics for periods prior to 30 June 1985, estimates of employees were taken from the *Labour Force, Australia* (6203.0). The percentages shown should be regarded as giving only a broad indication of the extent of union membership among employees, because they are based on estimates of employed wage and salary earners; the numbers of union members who were not employed (i.e. were unemployed, retired, etc.) will affect the percentages for a particular year and comparisons over time.

Public holiday payments. The total payments made or time taken during the reference year for time paid but not actually worked in respect of public holidays. Included is time taken by employees who worked on the public holiday and received another day off in lieu. Excluded is time taken by employees who were not entitled to the paid holiday (casuals), and time taken by employees who worked on the public holiday and received additional annual leave.

Public sector employees. Administrative employees and all other employees of Commonwealth, State and Local government businesses and financial undertakings engaged in services such as railways, road transport, banks, postal and telecommunications, air transport, education, radio, television, police, public works, factories, marketing authorities, hospitals and welfare institutions. The public sector includes all agencies created by or reporting to the Commonwealth or State Parliaments.

Qualified nurses. Persons who have ever qualified as registered or enrolled nurses where qualified is interpreted to mean successfully passed final exams and practical experience as required to apply for registration.

Re-entrants — see 'Persons who had re-entered the labour force'.

Registered collective agreements—see 'collective agreements'.

Registered nurses. Nurses who have generally completed a three to four-year hospital-based certificate or a three-year diploma (usually at a College of Advanced Education) and have gained a certificate of registration from an Australian nursing board. They need not be currently registered as a registered nurse. The term 'registered nurse' refers to the type of registration obtained rather than to the occupation held (unless specifically identified as such).

Reported frequency of use of trade skills. Employed persons not working in the trade were asked which of the following categories best described the use of their trade skills:

- (a) use trade skills daily;
- (b) use trade skills at least once a week;
- (c) use trade skills occasionally;
- (d) never use trade skills.

For the data published in this publication categories (a) and (b) have been combined under the heading 'use trade skills at least once a week'.

Retired—see 'Persons who had retired from full-time work'.

Retirement scheme. Superannuation schemes, life assurance policies or similar schemes that provide a financial benefit when a person leaves full-time work.

Second job. A job other than the main job. Service in the reserve defence forces is not regarded as a second job. Persons who by the nature of their employment worked for more than one employer, e.g. domestics, odd-job workers, baby-sitters, etc., are not counted as having a second job unless they also held another job of a different kind, nor are those who worked for more than one employer solely by reason of changing jobs during the reference week.

Sector. Public sector includes all local government authorities and government departments, agencies and authorities created by, or reporting to the Commonwealth or State Parliaments. All remaining employees are classified as private sector.

Short-term movement—see 'long-term movement'.

Sick leave payments. The total payments made or time taken during the reference year for paid sick leave. Unused leave paid on termination of employment is not included in the estimate but is included in the value of termination payments.

Size of location. The number of persons employed at the location of the respondent's job with their main employer.

Sole parent. The head of a one-parent family.

Sponsored. Includes those migrants who had a family already in Australia who filled out papers for that person to come to Australia. These people are considered to have come to Australia under the Family Reunion criteria. Others who were sponsored had an employer or some other person or organisation, other than the Australian Government, fill out papers for that person to come to Australia.

Standardised unemployment rate. The number of unemployed persons as a percentage of the total labour force. The definitions of unemployment and the total labour force conform to ILO guidelines.

State awards, determinations or collective agreements etc. Awards or determinations made by, and collective agreements registered with, State industrial relations authorities. The estimates shown for employees covered by State awards, etc. include a small proportion of employees covered by awards, etc. of State tribunals in other States. Similarly, in each Territory there is a small proportion of employees covered by awards, etc. of State tribunals in adjacent States.

State government employees. Persons employed by all State government departments and authorities created by, or reporting to, State Parliaments, including organisations for which the Commonwealth has assumed financial responsibility, e.g. universities. Following self-government, the Northern Territory and the Australian Capital Territory administrations have been classified to 'State' governments. Employees of State governments employed interstate are included in the estimates of the State in which they are based.

Status of worker. Employed persons classified by whether they were employers, self-employed persons, wage and salary earners (employees), or unpaid family helpers.

Still at school. Current school attendance is recorded only for persons aged 15 to 20 years.

Studied for educational qualification in 1989. Study done with the intention of it leading to a trade qualification, certificate, diploma, degree or any other qualification. It is not necessary to have completed the course or to have been awarded the qualification. Information was collected on the first course studied in 1989.

Superannuation. Employer or agency funded contributions to superannuation funds on behalf of employees. Superannuation includes only those amounts met from annual budgets of individual agencies. Payments made from Commonwealth and State government consolidated revenue funds have not been included. Due to the different funding arrangements adopted in the public and private sectors, estimates of superannuation are not directly comparable between the sectors.

Superannuation scheme. Any fund, association or organisation set up for the purpose of providing financial cover for members when they retire. Overseas superannuation funds are excluded.

TAFE. College of technical and further education.

Termination payments. Lump sum payments made to employees, on termination of employment, for unused leave and eligible termination payments including severance and redundancy payments.

Tertiary institution. Any educational institution offering post-school courses.

Time in nursing. The length of time (in completed years) the respondent had worked in nursing after registering with an Australian nursing board. Time spent nursing as an enrolled or registered nurse has been aggregated to reflect the total time in nursing. The period prior to qualifying (e.g. time completing training) and breaks of 12 months or more are excluded.

Time spent on in-house/external training courses. The average number of hours spent on a training course multiplied by the number of days spent on that course.

Total employees involved in industrial dispute. The sum of the number of employees involved in each industrial dispute in a period. For any period of time the figures may include details of the same employees involved in more than one dispute. The longer the period of reference the more chance there is of some double counting in the number of employees involved. Where there are varying numbers of employees involved during the progress of a dispute the number of employees involved included in the statistics relate to the largest number of individual employees involved on any one day. Generally the total number of employees involved for each year will equal the sum of the total number of employees involved in the first month of a year plus the number of employees newly involved in subsequent months (as published monthly in *Industrial Disputes, Australia* (6321.0)). Differences between monthly and annual aggregates can occur due to temporary cessations of stoppages which resume in subsequent months. Employees re-involved in this type of dispute are not classified as employees newly involved in stoppages in the second period in which the dispute occurs.

Total membership of trade unions. The aggregate of the membership of individual reporting trade unions. Persons who are members of more than one union are counted more than once in the totals. The extent of this duplication is not known. Membership figures may be affected by differences in the concept of membership adopted by different unions or by the same union at different times.

Total training expenditure. The sum of employers' expenditure for employees' gross wages and salaries for time receiving and providing formal training, fees paid to consultants and institutions and other expenditure on formal training during the reference period.

Trade qualification. Completion of an approved trade/technical apprenticeship in fitting and turning, hair-dressing, plumbing, carpentry, etc.

Trade union (or employee association). An organisation, consisting predominantly of employees, the principal activities of which include the negotiation of rates of pay and conditions of employment for its members. Non-operating unions or branches, i.e. those with no members at the date of collection, are not included in the statistics.

Trade union members. Employees with membership in a trade union in connection with their main job.

Trades qualified persons. Persons aged 15 and over who had:

- (a) completed an Australian apprenticeship; or
- (b) obtained tradesperson's status under a recognised Australian tradesperson's certificate either under the Tradesmen's Rights Regulation Act in the metal, electrical or footwear trades; or from an Australian Apprenticeship Training Authority.

Trainers' costs (including fees). Employees wages and salaries for time providing training plus fees paid to consultants and training institutions.

Training courses. Courses undertaken in order to improve career opportunities, or to maintain or learn new job skills related to job performance. Training courses may take place on-the-job or off-the-job. They consist of periods of instruction or a combination of instruction and monitored practical work experience which is associated with the instruction. Information was collected on the four main in-house and the four main external training courses attended in the last 12 months. This means that tables in this publication underenumerate training courses undertaken by persons who attended more than four in-house or external training courses.

Training expenditure per employee. Estimated training expenditure divided by the estimated total number of employees. The Training Expenditure Survey did not collect information on the number of employees receiving training.

Training expenditure per training hour. Estimated total training expenditure divided by the estimated total hours of training.

Training hours per employee. The estimated total number of hours of training received divided by the estimated total number of employees. The Training Expenditure Survey did not collect information on the number of employees receiving training.

Type of nurse registration. Qualified nurses provided details on whether they have gained a certificate of enrolment or a certificate of registration from an Australian nursing board. Registration need not be current. See *Enrolled nurses* and *Registered nurses* for further details.

Underemployed full-time workers. Full-time workers who did not work full-time hours (i.e. did not work 35 hours or more) in the reference week for economic reasons, e.g. stood down, short time and insufficient work.

Underemployed part-time workers. Part-time workers who indicate that they would prefer to work more hours. Additional information was collected about those underemployed part-time workers who had been looking for work with more hours at some time in the four weeks up to the end of the reference week and who were available to start such work within four weeks.

Underemployment rate. The number of underemployed expressed as a percentage of the labour force (i.e. employed plus unemployed) in the same group.

Underutilisation. A person's labour is underutilised if that person is either unemployed or underemployed.

Underutilised persons. Persons who are either unemployed or underemployed.

Underutilisation rate. The sum of the number unemployed and the number underemployed expressed as a percentage of the labour force in the same group.

Unemployed persons. Persons aged 15 and over who were not employed during the reference week, and:

- (a) had actively looked for full-time or part-time work at any time in the four weeks up to the end of the reference week and:
 - were available for work in the reference week, or would have been available except for temporary illness (i.e. lasting for less than four weeks to the end of the reference week); or
 - were waiting to start a new job within four weeks from the end of the reference week and would have started in the reference week if the job had been available then; or
- (b) were waiting to be called back to a full-time or part-time job from which they had been stood down without pay for less than four weeks up to the end of the reference week (including the whole of the reference week) for reasons other than bad weather or plant break-down.

In the *Job Search Experience of Unemployed Persons* survey persons who were stood down as defined in (b) above are excluded.

Unemployed persons classified by industry and occupation. Unemployed persons who had worked full time for two weeks or more in the last two years are classified according to the industry and occupation of their most recent full-time job.

Unemployed persons looking for first job. Persons who had never worked full time for two weeks or more.

Unemployment rate. The unemployment rate for any group is the number unemployed expressed as a percentage of the labour force (i.e. employed plus unemployed) in the same group.

Unregistered collective agreements—see 'collective agreements'.

Un-sponsored. Includes those migrants who came to Australia under special eligibility criteria. This category includes persons who came to Australia as migrants who did not require a visa, or who had some entitlement to come to Australia such as New Zealanders. Refugees were regarded as un-sponsored and include any person who came to Australia under a refugee program. Other persons who were un-sponsored include: persons who applied in their own country to come to Australia; Australians born overseas; persons who came to Australia on a temporary visa, on a working holiday, as a student, etc., and had since gained permanent residence.

Usual resident. A person identified by the respondent as a usual resident of the household at the time of the survey. The terms 'usually reside' and 'present' are synonymous.

Weekly award rates of pay. The weekly award rates of pay series for full-time adult employees provide details of the movements in the weekly rates of pay for award classifications included in the index.

Weekly earnings. The amount of 'last total pay' from wage and salary jobs prior to interview (i.e. before taxation and other deductions have been made). For persons paid other than weekly, earnings were converted to a weekly equivalent. No adjustment was made for any back payment of wage increases or pre-payment of leave, etc.

Weekly total hours paid for. The hours for which payment was made. It comprises ordinary time hours and overtime hours. For employees paid other than weekly, hours were converted to a weekly basis. For employees who began or ceased work, or were absent without pay for any reason during the reference period, only the hours actually paid for were included. Where agreed hours of work were less than award hours, hours were based on agreed hours. Hours of work were not reported for managerial employees.

Weekly ordinary time earnings. One week's earnings of employees for the reference period attributable to award, standard or agreed hours of work. It is calculated before taxation and any other deductions (e.g. superannuation, board and lodging) have been made. Included in ordinary time earnings are award payments, base rates of pay, overaward payments, penalty payments, shift and other allowances; commissions if a retainer is also paid; bonuses and similar payments related to the reference period; payments under incentive or piecework; payments under profit-sharing schemes normally paid each pay period; payments for leave taken during the reference period; all workers' compensation payments made through the payroll; and salary payments, made to directors. Payments not related to the reference period such as overtime payments, retrospective pay, pay in advance, leave loadings,

severance, termination and redundancy payments and other payments are excluded.

Weekly overtime earnings. Payment for hours in excess of award, standard or agreed hours of work.

Weekly total earnings. Weekly ordinary time earnings plus weekly overtime earnings.

Worked. Persons who were reported as having either worked or been on paid leave.

Workers' compensation. The cost to the employer of providing workers' compensation cover for employees. There are three ways to meet these costs:

- (a) The majority of employers pay a premium to an insurer. In this case, workers' compensation costs are considered to comprise:
 - premiums paid during the reference year including that component that covers the employee for common law damages; and
 - any workers' compensation costs not reimbursed by the insurer including 'make-up' and 'excess' pay (which cover payments made by employers directly to employees as part of earnings, over and above the amount paid as compensation by the workers' compensation insurer).
- (b) Some larger employers may become 'self-insurers' and cover most costs themselves. Workers' compensation costs are considered to comprise:

- lump sum payments and payments made as part of employee earnings
- premiums paid during the year to offset liability at common law for workers' compensation
- any other costs, including Common Law costs not reimbursed by the insurer, such as legal, accounting, medical and administrative costs.

Working days lost. Time lost by employees directly and indirectly involved in the dispute, generally as reported by parties to the dispute. For some disputes working days lost are estimated on the basis of the number of employees involved and the duration of the dispute.

Working days lost per thousand employees. Working days lost per thousand employees are calculated for the 12-month period from working days lost and estimates of numbers of employees obtained from the ABS Survey of Employment and Earnings and the ABS Labour Force Survey.

Working in the nursing profession. Qualified nurses working in nursing after registering with an Australian nursing board. Includes nursing supervisors and administrators, clinical nurses, enrolled nurses and nurses employed primarily in education. See also *employment status*.

Working in the trade. Persons working in the trade in which they first qualified in Australia. See also *employment status*.



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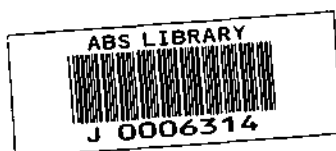
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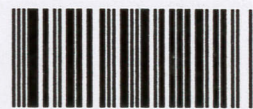
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